IS IT 2008 YET?

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PARÁBOLA DEL HIJO PRÓDIGO

LUCAS 15: 11 – 32, *La Biblia de las Américas*

Y Jesús dijo: Cierto hombre tenía dos hijos; y el menor de ellos le dijo al padre: "Padre, dame la parte de la hacienda que me corresponde." Y él les repartió sus bienes. No muchos días después, el hijo menor, juntándolo todo, partió a un país lejano, y allí malgastó su hacienda viviendo perdidamente. Cuando lo había gastado todo, vino una gran hambre en aquel país, y comenzó a pasar necesidad. Entonces fue y se acercó a uno de los ciudadanos de aquel país, y él lo mandó a sus campos a apacentar cerdos. Y deseaba llenarse el estómago de las algarrobas que comían los cerdos, pero nadie le daba nada. Entonces, volviendo en sí, dijo: "¡Cuántos de los trabajadores de mi padre tienen pan de sobra, pero yo aquí perezco de hambre! "Me levantaré e iré a mi padre, y le diré: 'Padre, he pecado contra el cielo y ante ti; ya no soy digno de ser llamado hijo tuyo; hazme como uno de tus trabajadores.'" Y levantándose, fue a su padre. Y cuando todavía estaba lejos, su padre lo vio y sintió compasión por él, y corrió, se echó sobre su cuello y lo besó. Y el hijo le dijo: "Padre, he pecado contra el cielo y ante ti; ya no soy digno de ser llamado hijo tuyo." Pero el padre dijo a sus siervos: "Pronto; traed la mejor ropa y vestidlo, y poned un anillo en su mano y sandalias en los pies; y traed el becerro engordado, matadlo, y comamos y regocijémonos; porque este hijo mío estaba muerto y ha vuelto a la vida; estaba perdido y ha sido hallado." Y comenzaron a regocijarse. Y su hijo mayor estaba en el campo, y cuando vino y se acercó a la casa, oyó música y danzas. Y llamando a uno de los criados, le preguntó qué era todo aquello. Y él le dijo: "Tu hermano ha venido, y tu padre ha matado el becerro engordado porque lo ha recibido sano y salvo." Entonces él se enojó y no quería entrar. Salió su padre y le rogaba que entrara. Pero respondiendo él, le dijo al padre: "Mira, por tantos años te he servido y nunca he desobedecido ninguna orden tuya, y sin embargo, nunca me has dado un cabrito para regocijarme con mis amigos; pero cuando vino este hijo tuyo, que ha consumido tus bienes con rameras, mataste para él el becerro engordado." Y él le dijo: "Hijo mío, tú siempre has estado conmigo, y todo lo mío es tuyo. "Pero era necesario hacer fiesta y regocijarnos, porque éste, tu hermano, estaba muerto y ha vuelto a la vida; estaba perdido y ha sido hallado."

MCC
METROPOLITAN
COMMUNITY CHURCHES

The Installation of the Reverend Elder Nancy L. Wilson as Moderator of the Metropolitan Community Churches

October 29, 2005, 2:00 p.m.
The Cathedral Church of SS Peter and Paul, Washington, D.C., U.S.A.

The Words of Congratulations and Greetings

Imam Daayiee Abdullah, Al-Fatiha Foundation

Rev. Dr. Susan Thistlethwaite, President, Chicago Theological Seminary

Rabbi Geoffrey Huntting, Temple Sinai, Sarasota, Florida

Fr. John J. McNeill, Author and Co-Founder of the New York Chapter of *Dignity*

Bishop Dr. Yvette Flunder, City of Refuge United Church of Christ

Harry Knox, Director of Religion and Faith Program, Human Rights Campaign

Monroe France, Gay, Lesbian, Straight Education Network

Mitchell Gold, Mitchell Gold + Bob Williams

Examiners

Rev. Robert Chase, Jr., United Church of Christ
Rabbi Geoffrey Huntting, Temple Sinai, Sarasota, Florida
Rev. Elder Arlene Ackerman, MCC Region 3 (which includes Washington DC)
Rev. Dr. Brent Hawkes, MCC Toronto, Canada
Amanda Ackerman and children from Pennsylvania and Florida
Judy Dale, Chair, MCC Board of Administration
Rev. Dr. Cindi Love, MCC Executive Director
Carlos Chavez, MCC HQ Staff
Hector Gutierrez, Assistant to Region 6 Elder
Rev. Steve Taylor, Special Consultant to the Board of Elders, Moscow
Rev. Elder Hong Tan, London, England
Elder Mel Johnson, Chair, Lay Ministry Council and council members
Betty Robinson, Church of the Trinity MCC, Sarasota, Florida
K. Lynne Benton, Fayetteville, North Carolina
Skip Chasey, People of Leather Among You (MCC Network)
and Imagine Television, Los Angeles, California
Christian de la Huerta, QSpirit, San Francisco, California
Rev. Robert Griffin, MCC Staff, Region 7
Rev. Dr. Lori Dick, D.O., MCC Los Angeles, California
Rev. Jim Merritt, Joy MCC, Orlando, Florida

THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

MINUTES

GENERAL COUNCIL VIII
March 1-7, 1989

The eighth General Council Meeting of the Universal Fellowship was held in Hollywood, California at the Holiday Inn, from March 1-7, 1989. This meeting was preceeded by a meeting of the Board of Elders on Feb. 28 - Mar. 1, 1989.

Present at the General Council VIII Meeting were the following people:

ELDERS

Rev. Troy D. Perry, Moderator
Rev. Freda Smith, Vice-Moderator
Rev. Don Eastman, 2nd Vice-Moderator & Treasurer
Rev. Nancy Wilson, Clerk
Rev. Jean A. White, Exec. Secretary WCE
Rev. Charlie Arehart, Member
Mr. Larry Rodriguez, Member

DISTRICT COORDINATORS

Rev. Bill Hein - AD
Rev. Sue Mabey - ECD
Rev. Bob Arthur - ENSD
Ms. Mary Moore - GLAD
Rev. La Paula Turner - GLD
Mr. R. Adam DeBaugh - MAD
Rev. Bonnie Daniel - MCD
Rev. Willie White - NED
Rev. Edward Sherriff - NWD
Mr. Clarke Friesen - SCD
Rev. Thomas Bigelow - SED
Rev. Judy Dahl - SWD
Mr. Arthur Pearson - WCD

STAFF: Mr. Ravi Verma, Director of Administration
Mr. Frank Zerilli, Confidential Assistant to the Moderator
Mr. Nathan Meckley, Assistant to the 2nd Vice-Moderator

PROGRAM & BUDGET DIVISION

VIII-A-1 MOVED to approve the 1990 Budget.
(M-Eastman/2-Turner; Passed; No: Friesen)

VIII-A-2 MOVED that we receive Program Reports from:
(EWM)-- Department of Ecumenical Witness & Ministry (Attachment 1)
(POC)-- Department of People of Color in the UFMCC (Attachment 2)
(COL)-- Commission on the Laity (Attachment 3)
(OMR)-- Office of Ministry Resources (Attachment 4)
-- EXCEL International (Attachment 5)
(SC)-- Samaritan College (Attachment 6)
(FFO)-- Commission on Faith, Fellowship & Order (Attachment 7)
-- UFMCC AIDS Ministry (Attachment 8)
(WCE)-- World Church Extension (Attachment 9)
(M-Turner/2-Daniel; Unanimous)

NOTE: Some reports contain action requests which could not be considered because of time constraints and are referred to GCXIV.

VIII-A-3 MOVED that we change the title of Rev. A. Stephen Pieters from "Field Representative" to "Field Director" of UFMCC AIDS Ministry.
(M-Turner/2-Daniel; Unanimous)

VIII-A-4 MOVED that the Director of Administration be authorized to adjust line item totals in the Administration, Board of Elders/General Council, Church Services and World Church Extension Budgets for 1990-91 and as required by accrual accounting;
FURTHER, that the Director of Administration solicit and, include line item expenses for the Commission on the Laity, EXCEL International and Department of People of Color within their budgeted 1990-91 Allotment.
(M-Daniel/2-Arehart; Unanimous)

VIII-A-5 (TABLED):MOVED that District FFO representatives be elected for 4 year terms at the District Conference where the D.C. is elected.
(M-Turner/2-Arehart; Unanimous)
RATIONALE: 2 Year Terms are not sufficient for responsibilities to be implemented.

VIII-A-6 (TABLED):MOVED that FFO District representatives and Steering Committee's to begin use a travel pool. (M-Arehart/2-Mabey; Unanimous)

VIII-A-7 MOVED that any required taxes on Rev. Troy Perry's gift of $4,000.00 in 1988 (Motion V-A-11) be paid by UFMCC;
FURTHER, moved that UFMCC change its accounting system from a cash basis to an accural basis, starting in 1989.
(M-Eastman/2-Turner; Unanimous)

VIII-A-8a MOVED (FIRST READING) that no UFMCC program agencies in the United States maintain or open a Bank Account. All their income and expenses shall go through UFMCC Headquarters.
(M-Eastman/2-Daniel; Unanimous)
RATIONALE: This would affect EXCEL, Office of Ministry Resources, and People of Color Conferences. Our CPA maintains that this is the only way we can have control and accuracy. It is also essential if we are ever audited.

VIII-A-8b MOVED (FIRST READING) that the UFMCC financial report contain accounting information that is managed by the UFMCC Headquarters. (M-Eastman/2-Daniel; Unanimous)

RATIONALE: This means that reports from the Districts outside U.S. will be the responsibility of those Districts and will be attached to the above report. Similarly for WCE, the above report will contain the allotment amount and expenses incurred by the UFMCC Headquarters, other information (i.e., details of WCE London Office, WCE areas) will be attached as a separate report. This is essential to get us ready for an audit. It also helps in getting reports that are clearly understood.

VIII-A-9 MOVED (FIRST READING) the following additions to the Travel Policy (Attachment 10):

(a) II.B.4. for all meal and entertainment expenses, the receipt must be presented to the UFMCC Headquarters with information about the guest(s) and business purposes of the expenditure.

(b) II.B.5. if an individual uses a personal card for any expense, the receipt from that expense must be submitted to Fellowship Headquarters. Reimbursements will be made only to individuals and not to the credit card agency.
RATIONALE: This policy was recommended by our CPA to have proper controls for compliance with current IRS regulations in the U.S.

(c) End of paragraph one: exceptions can be made if medical conditions warrant it.
(M-Eastman/2-Turner; Unanimous)

VIII-A-10 MOVED that there be no modification in the amended 1989 Budget. (M-Turner/2-Arehart; Passed; No: Arthur; Abstain: Dahl)

VIII-A-11 MOVED that the General Council decide which Per Diem policy is to be used. There is a $5 per diem discrepency between CPR and P&B. (M-Daniel/2-Arehart; Passed; Abstain:Pearson)

VIII-A-12 MOVED that 1990 budget prevails on the issue of per diems; this policy effective Jan 1, 1990. (M-W White/2-Moore; Unanimous)

VIII-A-13 MOVED that the over expended budget by FFO and POC, for 1988 be paid back from program funds in 1989. (M-Arehart/2-Mabey; Unanimous)

VIII-A-14 MOVED that the Underspent budget for WCE and POC AIDS Ministry be carried over into 1989;
FURTHER, that the under budget 1988 expenses for COL, CCCC, and EWM not be carried over into 1989.
(M-Daniel/2-Arehart; Unanimous)

VIII-A-15 MOVED that we accept the Board of Pensions financial report for 1988. (Attachment 11) (M-Turner/2-Daniel; Unanimous)

VIII-A-16 MOVED that we receive the UFMCC 1988 Financial Report. (Attachment 12) (M-Daniel/2-Mabey; Unanimous)

VIII-A-17 MOVED that Budget overexpenditures for TWM (POC) and FFO for the year 1987 be forgiven. (M-Mabey/2-Arehart; Passed; No: Hein)

VIII-A-18 MOVED that (1) Budget status reports including income and expenses be provided to programmers on a quarterly basis; (2) Designated contribution reports be provided to programmers on a monthly basis, (so that appropriate thank you responses can be made expediently); and (3) Office expenses for each program (including postage, printing, supplies, phone, staff time, etc) will be negotiated with the program chair. (M-Turner/2-Daniel; Unanimous)

VIII-A-19 MOVED that Program & Budget Division be directed to complete a balanced 1991 Budget for presentation to General Conference; FURTHER, that staff be directed to develop a narrative with notes explaining feature area rationale of the 1990-91 Program & Budget.
(M-Eastman/2-Daniel; Passed; No: Arthur, Turner, Friesen)

INTERNATIONAL CONCERNS, RESEARCH & DEVELOPMENT

VIII-B-1 MOVED to receive the report from International Concerns, Research & Development. (Attachment 13)
(M-Pearson/2-Moore; Unanimous)

VIII-B-2 MOVED that a letter of thanks be sent to Rev. Jim Mitulski and MCC San Francisco thanking them for the provision of materials relating to catastrophic illness and for their willingness to share materials and policy with the General Council.
(M-Hein/2-Rodriguez; Unanimous)

VIII-B-3 MOVED that the UFMCC become a full member of the International Lesbian and Gay Association. (Cost: £ 60 per year).
(M-DeBaugh/2-Hein; Unanimous)

VIII-B-4 MOVED that ICRD's first priority be item VI-B-2-3.c.8 (explore the question of National Church structure or international Fellowship) as listed in the Charge of the Division.
(M-Moore/2-Bigelow; Unanimous)

VIII-B-5 MOVED to accept the Policy on Disabilities and/or Life Threatening Illnesses presented by the ICRD Division. (Attachment 14)
(M-DeBaugh/2-Hein; Unanimous)

VIII-B-6 MOVED that documentation on long-range planning session be used for General Council use only.
(M-Moore/2-Bigelow; Unanimous)

VIII-B-7 MOVED that implementation issues around the Policy on Disability and/or Life Threatening Illness be referred to CPR Division for further development of specific issues.
(M-DeBaugh/2-Pearson; Passed; Absent: Mabey, Friesen, W. White)

NOTE: Issues which need to be addressed:
(a) Who/how will these policies be implemented?
(b) Who/how will the policies be monitored? Who will hear grievences, etc.?

(c) Development of resources for local church/district/ fellowship levels (consultants, printed materials, other resources).
(d) What do we do with the people who will not be helped by a new policy (the people we already have with diability and/or life threatening illness)
(1) Identification
(2) Assessing needs
(3) Providing care/support/nurture
(4) Other present and pressing needs

CORPORATE & LEGAL

VIII-C-1 MOVED that Corporate & Legal Division be authorized to issue the Council's Church Charters, except when the Division is not unanimous in its vote. (M-W. White/2-Wilson; Unanimous)

VIII-C-2 MOVED that C&L be authorized to give the Council's final approval for District and program agency SOP's, except when the Division is not unanimous in its vote. (M-W. White/2-Friesen; Unanimous)

VIII-C-3 MOVED that:
(a) Motion VII-C-5 be amended by deleting all unnumbered sections and that the remaining portion become, and be labeled, "General Council's process for administration of Article V.B.5&6 of UFMCC By-Laws;
(b) That item #7 be amended to read "when C&L concludes its investigation, it will make a recommendation to General Council on enforcement of UFMCC By-Laws"; and,
(c) That item #8 be amended to read, "General Council will direct that appropriate action be taken by the UFMCC Moderator, the Chair of C&L, the District Committee, the Fellowship Administrator or the District Coordinator to assure compliance with UFMCC By-Laws".
(M-W. White/2-Friesen; Unanimous)

VIII-C-4 MOVED to receive the Confidential report on Casa de Cristo.
(M-Turner/2-Bigelow; Unanimous)

VIII-C-5 MOVED to amend the end of Article X, V, B, Line 14 (page 26) of the UFMCC By-Laws, add new paragraph: "Wherever possible and desirable as determined by the General Council, churches in Districts outside the United States shall send their 10% tithe directly to the UFMCC headquarters. However, the General Council may choose, in certain circumstances, to authorize special accounts in other nations to hold in trust the 10% UFMCC tithe within that nation. The General Council upon the recommendation of the District Coordinator will name the signators on said accounts and will approve a budget for use of those monies for UFMCC purposes and programs within the respective nation. Of the funds held in trust in the respective nation, a mutually agreed upon amount will be billed annually to Fellowship Headquarters to contribute toward denominational operations. Also, any funds not expended for Fellowship purposes in programs in the respective nation shall, at the end of each biennium, be remitted to UFMCC headquarters."
(M-Friesen/2-Wilson; Passed; No: Arthur, Abstain: Hein)
NOTE: This will be forwarded to the By-Laws Committee for consideration at General Conference.

RATIONALE: The Board of Elders and the General Council have struggled with By-Law interpretations and international and national legal issues and policies for at least 12 years. The two major concerns seem to be:

(a) That all UFMCC churches contribute to the Fellowship budget, and,

(b) Since the overall Fellowship budget focuses so much of its resources on U.S. related programming, churches in other nations need structures that provide equity and relevant Fellowship programming in the respective nations. This amendment provides some options and compromises that give General Council authority to address these concerns.

VIII-C-6 MOVE to refer the following By-Laws Amendment back to C&L Division for further consideration:

"Any person who is directly accountable and responsible for monies or securities above $10,000+ annually must be bonded. An annual internal audit is required for any account in excess of $5,000 but less than $20,000 annually. An annual external audit is required for any account $20,000 or more. On their respective UFMCC levels, the local BOD/LAB, the District Committee and the General Council, shall assure that the above audits take place beginning with fiscal years ending 1992."

(M-Perry/2-Pearson; Unanimous
Excused Absence: Turner)

VIII-C-7 MOVED that Church of the Trinity MCC, Sarasota, Florida be chartered, effective April 23, 1989.
(M-Friesen/2-Wilson; Unanimous)

VIII-C-8 MOVED that Christ the Redeemer MCC, Evanston, Illinois be chartered, effective April 9, 1989. (M-Friesen/2-Wilson; Unanimous)

VIII-C-9 MOVED to accept the recommendation of the South Central District Committee to approve the action of MCC Little Rock, Arkansas, to relinquish its Charter. (M-Wilson/2-W. White; Unanimous)

VIII-C-10 MOVED that General Council give final approval for the following District SOP's:

Mid-Atlantic (as revised)
Mid-Central (as revised)
Northeast (as revised)
(M-Wilson/2-Friesen; Unanimous)

VIII-C-11 MOVED to challenge the decision of the C&L Division as recorded in #021 of Advisory Letters (Attachment 15).
(M-Arehart/2-Arthur; Unanimous)

VIII-C-12 MOVED to ammend C&L Division advisory letter #021, paragraph 2 by adding "Monies, in addition to mortgage payments, raised to be applied to reduce the principal on a building loan are considered building fund." (M-Arehart/2-Eastman; Passed;
Abstain: Rodriguez)

VIII-C-13 MOVED to ammend advisory letter #021, paragraph 7, by striking the last sentence and after "tangible property" add, "or cash bequests." (M-Arehart/2-Eastman; Passed; No: Friesen, W. White)

COMMUNICATIONS, POLICY & REVIEW

VIII-D-1 MOVED that D500 in the Policy Manual be referred to CPR Division for further deliberation. (M-Dahl/2-Bigelow; Unanimous)

VIII-D-2 MOVED the following overall changes to the General Council Policy Manual:

-- Remove all outdated policies and place in an addendum to be kept in the Fellowship Offices with the CPR Division and available on request.
-- Remove all "Moved that's" - and reword where appropriate.
-- Maintain current index and numbering system - renumber where appropriate.
-- Recommend that the manual be transcribed with a more readable text.

(M-Arthur/2-Dahl; Unanimous)

VIII-D-3 MOVED to accept as SECOND READING for inclusion of policy manual as presented:

A202b	B403b	C102J	E800c
A301b	B502c	C102K	E800e
A301c	B503d	C103D	
A304f (Gen Council VII C2)	B600a	C104G	
	C100b	C107D	
A600C	C100c	D203	
A800a.b.c.	C101e	D503a	
A1001a	C101F	E100a	
A900a	C102D	E101a	

(M-Dahl/2-Arthur; Unanimous)

VIII-D-4 MOVED to delete the following from the policy manual:

C107D	A600a 2.3.4.
A304b.4.	D101
A800D	

FURTHER, Move to revise the following in the policy manual:

A101b - ADD ...for a period of 2 years or at his discretion.
A101c - revise to reflect current personnel and division names.
A304f - keep with and add from VII-E-16 present for 2nd Reading.
D503a - under level B change NWD to Denver.
(M-Pearson/2-Arthur; Unanimous)

VIII-D-5 MOVED that the CPR Division be given permission by the General Council to make adjustments to the Policy Manual to reflect current policies where no substantive changes occur. And that any retroactive changes be included. (M-Arthur/2-Dahl; Unanimous)

VIII-D-6 MOVED FIRST READING: that when issues between members of the council, programmers or staff reach an impasse, that one or both parties will approach the Moderator and request a mediator, who is agreeable to both, be assigned to reach a solution. Should the Moderator be one of the persons, the Vice Moderator will assign a mediator. At the time a mediator is assigned, it becomes the responsibility of that person to call for a meeting at the earliest possible time for all persons involved and to work in prayer until a resolution is met.
(M-Dahl/2-Arthur; Unanimous)

VIII-D-7 MOVED FIRST READING: that UFMCC personnel must always pursue their ministry within the appropriate channels. Work within a local church must be at the direction of that church's structure. Any work in any geographical area must be in coordination with the appropriate district coordinator or World Church Extension personnel. Specific programming work must be coordinated not only with the appropriate district coordinator or World Church Extension person, but also with the appropriate UFMCC program head.
(M-Arthur/2-Dahl; Unanimous)

VIII-D-8 MOVED FIRST READING: that when there is internal concern for accountability of a General Council member a written complaint will be given to the Moderator at which time the Moderator will dialogue with all parties. If no resolution is agreed upon the Moderator will bring it to the attention of the General Council.
(M-Sherriff/2-Arthur; Unanimous)

VIII-D-9 MOVED to receive the first 4 pages of the Clergy Credentials and Concerns Committee Report. (Attachment 16)
(M-Friesen/2-Turner; Passed; YES: Eastman, Wilson, J White, Arehart, Rodriguez, Arthur, Bigelow, Dahl, Daniel, DeBaugh, Friesen, Mabey, Hein, Pearson, W White; NO: Perry, Moore, Sherriff, Turner)

VIII-D-10 MOVED that there is an objection to item 3H in the C.C.C.C. Report (GCVIII, March 1989) because the decision was not based on sufficient information because the District Coordinator/Committee was not invited into the process. (M-Moore/2-Sherriff & Perry; Passed; NO: Friesen, W White)

VIII-D-11 MOVED to amend C.C.C.C. changes to the Clergy Manual 2(J) (page 8 of the C.C.C.C. Report GCVIII, March 1989) as follows:
(J) Fourth Paragraph: After one year of full time active service in the UFMCC ministry which lends itself readily to affirmative evaluation, transfer clergy may apply for affirmation of Ordination or newly ordained. (Pg 5-11 of the CCCC Report, in attachment 17, approved by General Council, with exception of above statement).
(M-Hein/2-Pearson; Unanimous)

VIII-D-12 MOVED that General Council commends the CCCC Committee for their outstanding dedication to the denomination.
(M-All/2-Arthur; Unanimous)

ELDERS

VIII-F-1 MOVED that Rev. Candace Shultis be appointed to the CCCC to complete the unexpired term of Rev. Dee Lamb, who resigned March 1, 1989.
(M-Dahl/2-Wilson; Passed; Abstain: Arthur, DeBaugh)

VIII-F-2 MOVED that Wilson, Dahl and Eastman design an implementation process based on our discussion at General Council VIII in anticipation for a Triennial General Conference, distribute to Council by June 1, for vote at General Council meeting prior to General Conference.
(M-Wilson/2-Eastman; Unanimous;
Excused Absence: Rodriguez)

GENERAL COUNCIL

VIII-G-1 MOVED that Elder's minimum commitments as liaison Elders be:

(a) Visit District once per year - offering to preach, teach, lead workshops, meet folks.
(b) Regular agreed upon contact with District Coordinator at mutual convenience for support, sounding board, and consultation.
(c) Covenant with District Coordinator's never to undermine, but to publically and privately support the D.C.

Elder's expectations:

(a) District Coordinator's do their part to voice needs/expectations Honest communications.
(b) That the District Coordinator covenant to welcome and facilitate Elder's visits to maximize "usefulness" of Elder in District.

(M-Arehart/2-Daniel; Unanimous)

VIII-G-2 MOVED to receive Board of Elders report as presented.
(M-Daniel/2-DeBaugh; Passed; Abstain:Friesen)

VIII-G-3 MOVED to receive the Report of the World Church Extension Task Force.
(M-Eastman/2-Wilson; Unanimous)

VIII-G-4 MOVED to receive the Director of Administration's Report. (Attachment 17)
(M-Pearson/2-Bigelow; Unanimous)

VIII-G-5 MOVED to receive General Conference XIV report. (Attachment 18)
(M-Daniel/2-J White; Passed; Abstain: Turner)

VIII-G-6 MOVED that the 1991 & 1993 General Conference's be held at the Pointe in Phoenix, Arizona.
(M-Dahl/2-Eastman; PASSED: YES: Eastman, Wilson, J White, Arehart, Arthur, Dahl, Daniel, Hein, Mabey, Sherriff, W White; NO: Smith, Rodriguez, DeBaugh, Friesen, Moore, Pearson, Turner; Abstain: Bigelow)

VIII-G-7 DEFEATED: MOVED by substitution due to the unadvisability of having General Conference in 1 city, 2 years in a row, 1991 General Conference be in New Orleans, LA and 1993 be in Phoenix.
(M-Friesen/2-Turner; DEFEATED; YES: Smith, Friesen, Moore, Turner, W White; NO: Eastman, Wilson, J White, Arehart, Rodriguez, Arthur, Bigelow, Dahl, Daniel, DeBaugh, Hein, Mabey, Sherriff; Abstain: Pearson)

VIII-G-8 MOVED to receive the report on General Conference XV. (Attachment 19)
(M-DeBaugh/2-Daniel; Passed; NO: Friesen)

VIII-G-9 MOVED to approve the Board of Elders appointment of Martin Allen to the Board of Trustees of Samaritan College.
(M-Eastman/2-Wilson; Passed; Abstain: Hein, Arthur)

VIII-G-10 MOVED to have a discussion on the minimum criteria for creating Districts at the next full General Council meeting, to be facilitated by Corporate & Legal Division.
(M-Arthur/2-Turner; Unanimous)

VIII-G-11 MOVED that General Council refer to CPR Division the issue of how to handle press releases in view of now open Council meetings.
(M-Arthur/2-Arehart; Unanimous)

VIII-G-12 MOVED that the next General Council meeting be held on Saturday, July 15, 1989 at 1:30 PM at General Conference XIV.
(M-Turner/2-Wilson; Unanimous)

VIII-G-13 MOVED that CPR, through Fellowship Office mail send General Council press releases to the press, utilizing an international mailing list compiled by Administrative staff.
(M-W White/2-Friesen; Unanimous)

VIII-G-14 MOVED that Council authorize the Chair of CPR Division to provide an official press release to General Council as soon as possible after the ajournment of the meeting.
(M-Pearson/2-W White; Unanimous)

VIII-G-15 MOVED that General Council call for papers on:
(1) The nature and affects of racism
(2) Creative models of government, worship and theology
(3) effects of AIDS and societal conservationism/ fundamentalism on UFMCC tithing practices;

and that such papers to be (studied by) referred to the International Concerns, Research and Development Division and Program & Budget to be included in their process of research for UFMCC program needs and visions.
(M-Turner/2-Arehart; Discussion)

VIII-G-16 MOVED to table the previous motion.
(M-Wilson/2-Friesen; Passed; NO: Mabey, Turner)

ATTACHMENT 1

UFMCC PROGRAM REPORT

DATE: January 31, 1989

Program: Department of Ecumenical Witness and Ministry

Program Unit:

Reporting Period: 10/88-3/89

Submitted by: Rev. Sandra Lynn Robinson, Program Director

Program Activities/Progress during reporting period:

October 21-23, 1988: Rev. Karen Ziegler was invited to attend, with me, the Commission on Regional and Local Ecumenism (CORLE) of the NCCC. Our presentation, given ½ hour to present, discuss and vote, lasted three hours. The 26 page document "A Joint Mission: UFMCC/NCCC Building Curriculum" that was prepared to outline UFMCC continued conversation with the NCCC, was mailed to the CORLE Executive Committee prior to the meeting. The Commissioners received the packet the night before our presentation. After a lively discussion, the Commissioners voted:

> "...that in response to the May, 1988 [NCCC] Governing Board request, CORLE will work to develop an NCCC facilitated program of dialogue with the UFMCC with the assistance of other units of the Council and with the understanding that dialogues at the local level will be facilitated by appropriate local and regional ecumenical agencies."(Passed by voice vote)

This motion was hard won and places the center of UFMCC conversation with the NCCC where emphasis will be on local and regional ecumenism.

November 2-4: Elder Nancy Wilson and I attended the Governing Board meeting in Tarrytown, New York where our recommendation were received for those NCCC members who would sit on the newly formed UFMCC/NCCC Steering Committee.

December 5-9: Rev. Joseph Gilbert attended the Consultation on Church Union (COCU) General Assembly in New Orleans, La.

Dec, 10: I received the Founder's Award for founding the Community Unity Health and Wholeness Project in Dayton, Ohio.

Dec 17-18: I preached the anniversary and chartering services for Reconciliation MCC in Grand Rapids, Mich.

January: Wrote an article, "Lesbians and the Universal Fellowship of Metropolitan Community Church" for Our Right To Love: A Lesbian Resource Book which will be published later this year.

Additional Program Activities/Progress expected by end of this year:

3/89- ECU-NEWS
4/22/89 CORLE meeting, Indianapolis, Ind.
5/1-8 District Conference (DCRC & Preaching, GLD)
5/16-19 NCCC Governing Board, Lexington, Ky.
5/21-25- "Encuentro 89" (Conference on World Mission & Evangelism)
San Antonio, Texas
June 11-July 9- Samaritan Orientation
General Conference Activity: Two Ecumenical Witness meetings: Pre-Conference gathering of UFMCC "ecumenists" (those interested in or active in doing ecumenical work); Strategy and Development Session- a meeting to determine how the Department can be reshaped to respond to a rapidly changing religious community by UFMCC's "ecumenists."

Oct. UFMCC Theological Conference
Nov. 11-14 CORLE meeting
15-17 NCCC Governing Board meeting, Boston, Mass.
Tentative trip to East Germany organized by Rev. Joseph Gilbert

A COCU meeting (date undetermined), WCC General Assembly (Australia, 1991) preparation; and workshops and preaching in Flint, Mich.; Toronto, Ontario Canada; Chicago, Ill.; and Toledo, Ohio.

Request for Action by General Council:
(Include any requests for approval of modification of program or budget)

No Requests for action.

Other Comments:

Thank you for your support!

ATTACHMENT 2

UFMCC PROGRAM REPORT

DATE: January 29, 1989

Program: Department of People of Color in UFMCC

Program Unit:

Reporting Period: November, 1988-March, 1989

Submitted by: Rev. Sandra Robinson, Executive Director

Program Activities/Progress during reporting period:

4th PEOPLE OF COLOR LEADERSHIP CONFERENCE
November 10-13, 1988

Mission statement developed through workshops, working sessions,visioning;
Election of two new EXEC. COMM. members: Belva Boone, MAD lay member, Dist. Committee & Larry Young, GLD T.F. REP, Lay Dele. MCC Dayton & FFO EXEC.
Two new ministries formed: I AM OF UFMCC (Asian ministry) & TASK FORCE ON EDUCATION AND OUTREACH headed by Rev. Renee McCoy;
Tapes are available of all workshops and worship services and music tape;
"THE DRUM" details conference activity and should be available at Council;
Standard Operating Procedures were referred back to Committee for further review by a narrow vote; they will be reviewed and presented again at the next Conference (1990).
The next POC Leadership Conference will be held in 1990 in either May or September in Maui, Hawaii.

ESPINOZA TO CENTRAL AMERICA

Rick Espinoza, Minority AIDS Coordinator on the Exec. Comm. will be going to Central America in March, 1989. His work this past 9 months, organizing the Minority Aids Project of Grand Rapids, Mich. has developed into a paid position for him. The ecumenical work of Rick and his partner, Rev. Bruce Roller has resulted in Rick's sponsorship by the Grand Rapids Area Center for Ecumenism (GRACE) to study the poverty and AIDS of Managua, Nicaragua. Rick will be in Nicaragua 2/28-3/11. He is traveling in a group of 12 people who are sent by GRACE and the Center for Global Education. He is representing UFMCC as an "out" lay member of POC in UFMCC and coordinator of UFMCC's Minority AIDS Ministry and Executive Director of the Minority AIDS Project of Grand Rapids, Michigan.
In November, 1989, there is a strong possibility that Rick will spend one month in South Africa.

WPHR RESOLUTION

The White People Healing Racism network has developed a resolution (binding) that will be presented at General Conference.This resolution provides follow through steps to the 1979 Resolution on racism. This Resolution was developed at the POC Conf. where the network had its own meetings and agenda.

ROBINSON TERM EXPIRES AT GENERAL CONFERENCE XIV

The Executive Director will not seek another term. This will allow another POC to direct a UFMCC program; prevent conflict of interest and relieve work load. This is a positive more toward sincere development of leaders who are people of color.

Additional Program Activities/Progress expected by end of this year:

3/89- Espinoza to Central America
4/89- Executive Committee meeting in Dayton, Ohio
2/89 & 9/89- Publish "The Drum"
3/89-7/89-Process of Election of Executive Director (Committee will follow process as defined in Proposed SOP's since there was not conflict in that area. If qualified Director is not found, the Ex. Comm. will be the Director. If a new Director is elected, a one year training period will go into effect since there are two new Committee members. The former Director, advisors and Committee will provide the training.
6/89 & 8/89- Samaritan's "Orientation for MCC Pastoring" will include an expanded curriculum by the Department.
7/89- General Conference activity:

Pre-Conference Worship service; Rev. Willie White, preaching;
Missiology presentation; I AM of UFMCC presentation;
AIDS in the Minority Community workshop;
WPHR workshop;
History of American Racism Seminar;
People of Color: Maintaining our Identity in UFMCC, Seminar;
Business meeting;
Announcement of 1990 Conference details and table of literature.

Request for Action by General Council:
(Include any requests for approval of modification of program or budget)

There are no budget requests included in these requests for action:

— Support of the WPHR Resolution through a General Council vote and a vote of confidence in the development and work of this network of the Department of POC in UFMCC;

— Call for papers studying the nature and effects of racism and how it relates to other sin in our communities (globally), through UFMCC program ministries e.g. FFO, COL, EXCEL, Samaritan College;
— Call for papers on creative models of government, worship & theology;

— Call for study evaluating the effects of AIDS and societal conservatism/fundamentalism on UFMCC tithing practices;
— Call for study on UFMCC Global Missiology.

Other Comments:

These actions all come as a result of the People of Color Conference where our mission, purpose, goals and vision came into clarity. The attached Statement is a compilation of the POC in UFMCC agenda. Please **READ** all of it for rationale for the above requested actions.

General Council:
Mission Statement
"Announcement"
WPHR Resolution
By-Laws Committee:
WPHR Resolution

ATTACHMENTS:
Corporate & Legal Division:
SOP's & Report on SOP's(Proposed)
Program & Budget Division:
Business meeting minutes

PEOPLE OF COLOR LEADERSHIP CONFERENCE
November 10-13, 1988

RESOLUTION

WHEREAS, THE MEMBERS AND FRIENDS OF UFMCC HAVE PERSONALLY EXPERIENCED THE DEVASTATING EFFECTS OF SYSTEMATIC OPPRESSION,

WHEREAS, RACISM IS AN ECONOMIC, POLITICAL AND SPIRITUAL ILLNESS AFFECTING OUR LIVES ON A GLOBAL BASIS,

WHEREAS, THESE EFFECTS ARE INTERWOVEN INTO THE FABRIC OF OUR LIVES TOGETHER, CAUSING ESTRANGEMENT, LIMITING GROWTH, CONTINUING OPPRESSIVE PATTERNS, PRECLUDING OUR ABILITY TO BE AN INCLUSIVE COMMUNITY, AND THREATENING OUR PROPHETIC NATURE,

WHEREAS, THAT THE LEADERSHIP OF UFMCC DOES NOT REFLECT OUR DIVERSITY AND THAT A PERSON'S RACE AND ETHNIC BACKGROUND REMAINS AN OBSTACLE FOR THE FULFILLMENT OF THEIR MINISTRY AT ALL LEVELS,

THEREFORE, LET IT BE RESOLVED, THAT WE IN UFMCC AFFIRM OUR PASSIONATE COMMITMENT TO THE HEALING OF RACISM, AND THAT WE WILL ACT UPON THIS COMMITMENT IN THE FOLLOWING MANNER:

I. All UFMCC literature will explicitly state our commitment to healing racism,

II. All denominational programs will include healing of racism training groups for white people during each biennium,

III. That all white General Council members and denominational program heads will take healing of racism training at either the beginning of their tenure or as soon as possible if already in office.

IV. That a healing of racism workshop for white clergy will be offered at all Clergy Conferences.

SPONSORED BY:

THE DEPARTMENT OF
PEOPLE OF COLOR IN UFMCC as proposed by:
WHITE PEOPLE HEALING RACISM COMMITTEE

Rev. Marianne Van Fossen, Chair
Los Angles, Cal.(SWD)
Rev. Karen Ziegler
New York, NY (NED)
Mr. Ron Jacobs
Dayton, Ohio (GLD)
Rev. Bruce Roller
Grand Rapids, Mich. (GLD)
Mr. Don Crisp
Dayton, Ohio (GLD)
Mr. Ray Shepherd
Dayton, Ohio (GLD)
Ms. Judy Kiser
Norfolk, Va. (MAD)
Rev. Eleanor Nealy
New Brunswick, NJ (MAD)
Ms. Sheila Petri
Philadelphia, Pa. (MAD)
Mr. Lew Broyles
Jackson, Miss.(GLAD)
Ms. Felicia Fontain (GLAD)
Rev. Janet Pierce
Huntsville, Ala. (GLAD)
Rev. Sherre Boothman
Los Angeles, Cal.(SWD)
Ms. Brenda Blizzard
Ferndale, Mich. (GLD)

DEPARTMENT OF PEOPLE OF COLOR — UFMCC
PROGRAM REPORT TO GENERAL COUNCIL
30 JANUARY 1989

PREFACE

Judging from General Conferences, District Conferences, Clergy Conferences and the verbal UFMCC network (the Grapevine), there are probably over 1,000 people of color who are members, friends and/or adherents in UFMCC of the 40,000 members, friends and/or adherents that we claim to have all over the world. About one half of these (500) live in a country where theirs is the predominate race and culture. About one half of the remaining 500 live in the United States of America and are in some way active or visible in a local congregation.

This means that there are, more or less, an estimated 250 people of color active or visible in the 205 MCC's in the United States; But the potential for participation is much greater than these numbers show. There is a significantly larger unevangelized "membership" of people of color <u>within</u> Metropolitan Community Churches—perhaps as many as 75% more than is evidenced in participatory church. Fully 10% of UFMCC's members, friends and adherents are people of color but only an estimated 1% participate. Most of these people of color do not get informed of Department activities in UFMCC because pastors and lay leaders do not share information from "The Drum", "Keeping in Touch" or other Fellowship lines of communication. It is clear that this "membership" does exist, because they are seen in local church pews, but not at District and Fellowship level activities. Evangelization of this membership can mean increase in active membership and an increase in offering.

An estimated 20% of the active people of color in UFMCC in the USA and one from Great Britain, attended the People of Color Leadership Conference in November, 1988 at the Grailville Conference Center, Loveland, Ohio. This document is the report of our dreams, definition of mission and evaluation of our membership, friendship and/or adherence to the Universal Fellowship of Metropolitan Community Churches.

<u>MISSION STATEMENT</u>

The mission of the Department of People of Color in UFMCC is to witness the incarnation of our common faith in Jesus Christ to all people with an intentional outreach to people of color in our worlds* and in our crisis events*.

*WORLDS *CRISIS EVENTS

*places of significant meaning *turning point for better or worse

Local Church Community	Identity	Health
Surrounding Community	Relationships	Attitudes
District Community	Esteem	Ethics
Global Community	Theology	Economic Conditions
Other Faith Communities		Social Human Conditions

Goals:

—To prepare people of color for active and visible roles that will significantly impact the UFMCC denominational mission and purpose;

—To identify and provide the specific educational needs of the local church, districts and UFMCC programs, institutions and functions, according to the culture, geography and worship styles of these communities, that will allow implementation of UFMCC mission and purpose for all people;

—To name and claim the identity of people of color in the whole world so that UFMCC will speak with the authority of truth.

Method:

FELLOWSHIP LEVEL:

1) UFMCC must confess that racism is a sin within its midst and make a serious commitment to strategize a process for its elimination. Once this estrangement is acknowledged, there can be a real and honest basis for reconciliation.

ACTION

a. Adopt the White People Healing Racism Resolution

2) UFMCC must acknowledge to itself that the budget is insufficient to fulfill and affirm the ministry that God has called the denomination to implement. UFMCC must recognize that its members, friends and adherents can support, financially, this denomination's ministry.

ACTION

a. As administration implements existing studies, the effects of AIDS and societal conservatism/fundamentalism which is influencing people toward old models of exclusionary practices and theologies must also be examined. These practices lead to the exclusion or condemnation of people of color, women, lesbians and gay males. All of this impacts "giving" (to UFMCC) and many may be seeking salvation in other "safer" denominations with their tithes while coming to UFMCC for social support.

The results of such a study can suggest solution to the peculiar nature of our stewardship problem:

Assuming that UFMCC has 40,000 members, friends and adherents, if the UFMCC budget ($700,000.00) is averaged among these, then each person's annual tithe is $17.50. District and local congregational tithing probably reflects this same trend--a giving that is much less than in other denominations who also do not receive tithing consistency among memberships.

b) Preaching, teaching and living the social justice teachings of the Gospel, dramatically and sometimes negatively affects a church or denominational economy. To balance this dilemma, UFMCC must continually raise the consciousness of its membership that removing social justice ministry from the preaching and teaching of the Gospel, not only affects people of color, but also salvific opportunities for all UFMCC members, friends and adherents.

3) Mobilization and priority emphasis must be set immediately for White People Healing Racism networks to form in every MCC, regardless of whether or not there are people of color in the surrounding community. RATIONALE: The dynamics of racism are virtually the same as in sexism, homophobia, internal homophobia, inter-relational violence, classism, and most other ills that separate people from each other and thus from God. The Department's premise, therefore, is that white people studying their own racism is an important key to relief of sin and guilt of all kinds.

ACTION

a) UFMCC can call for papers which will study the nature and effects of racism and how it relates to other sin in our communities, through UFMCC program ministries e.g. FFO, EXCEL, COL and Samaritan College. These papers can then be developed by the programs into educational materials used in sermons, workshops and seminars for use at conferences and within local churches.

4) As stewardship increases, clear policy on publications must be developed so that a Fellowship news magazine can be published again which will keep us informed of our own development as well as bring a cohesiveness to significant program ministry news items and societal trends that impact on UFMCC community.

5) It is imperative that UFMCC become a stronger role model for the local church:

a) acknowledge and stop the sin of tokenism;

b) claim and implement **inclusive** general conferences in: music, international programming, worship liturgy, and conference planning;

c)Give support to pastors who preach and teach the social justice Gospel of Jesus Christ but are in a hostile parish. Do this by specific and focused training of District Coordinators who must pastor these pastors so that they can receive PERMISSION WITH SUPPORT! This will also encourage more people of color to pastor as people of color come into the Fellowship.

Currently, there are 16 people of color who are clergy of UFMCC's 312 clergy (less than 5%) and of the internationally known lay leadership, with significant determinative power, there are only two people of color.

d)Actively support creative models of government, worship and theology, such as Church of the Savior in Washington, D.C., another ecumenical model of worshipping God by:

ACTION

(1) CALLING FOR PAPERS, THROUGH UFMCC PROGRAMMING, WHICH OUTLINE THESE MODELS AND DISTRIBUTE THEM FOR USE AS EDUCATIONAL MATERIAL;

(2) APPOINT AN INCLUSIVE COMMITTEE AND GIVE THEM THE TASK OF STUDYING THE WORK OF WORLD CHURCH EXTENSION, THE ELDERS' TASK FORCE ON WORLD CHURCH EXTENSION, THE DEPT. OF PEOPLE OF COLOR, THE COMMISSION ON MISSIOLOGY, THE DEPARTMENT OF ECUMENICAL WITNESS AND MINISTRY TO FIND AREAS OF OVERLAP AND TO STRATEGIZE AND MOBILIZE UFMCC'S GLOBAL MISSIOLOGY ALLOWING CREATIVE MODELS TO HAVE AN IMPACT. THIS COMMITTEE SHOULD APPROACH A RESPONSE TO THE QUESTION: "IN LIGHT OF THE GLOBAL CHANGE IN CONSCIOUSNESS TOWARD 'MISSIONARY WORK', WHAT IS AN APPROPRIATE AND HEALTHY WAY OF RESPONDING TO 'THE GREAT COMMISSION'?" (MATT. 28:19,20; LK. 24:46,47; JN. 14:26; GAL.3:14; IS. 56 & 58).

THE COMMITTEE'S FUNCTION WOULD BE TO BRING ITS RECOMMENDATIONS TO THE GENERAL COUNCIL AND TO UFMCC PROGRAMMING AT THE COMPLETION OF ITS TASK BUT WOULD MAKE REPORTS TO THE GENERAL COUNCIL WHEN COUNCIL MEETS. THE FINANCIAL IMPACT (MEETINGS, PHONE CALLS, POSTAGE, PRINTING) WOULD BE SHARED BY THE PROGRAMS AFFECTED AND BY FUND-RAISING DONE BY THE CONSTITUENTS OF THESE PROGRAMS. SUGGESTED TIME LINE FOR COMPLETING THE TASK IS TWO YEARS.

DISTRICT LEVEL:

THE DISTRICTS MUST ACQUIRE THE ABOVE MENTIONED RESOURCES AS BECOMES AVAILABLE FOR DISTRICT PUBLICATIONS, CONFERENCES AND LOCAL CHURCH USE.

THE DISTRICTS MUST ALSO CONTINUE TO BE SUPPORTIVE OF DISTRICT PEOPLE OF COLOR ORGANIZING INTO "CHAPTERS" OF THE DEPARTMENT.

LOCAL CHURCH:

THE LOCAL CHURCH MUST PRESS TO RECEIVE BENEFITS FROM THE ABOVE MENTIONED ACTIVITIES SO THAT:

1) Worship styles can become less mono-cultural and more inviting to all people;

2) the church can learn how to establish relationship with people of color in the surrounding community;

3) the church will promote attendance of people of color at Department, District and General Conferences as well as meetings and functions focused on issues of people of color;

4) development of WPHR networking can be taken seriously;

5) the church will understand the importance of changing its literature to include commitment to healing racism;

6) church members will stop the practice of telling ethnic jokes even if it seems that they have been given permission;

7) if there are one, two or no people of color in the church, have a forum or a series of forums to find out what whites are doing to shut people of color out of community by asking: Is it location? Attitudes? Worship styles? Blatant racism? Incestuous or closed congregation? Who else is being excluded? What can we do about it? Invite a person from the WPHR network in to facilitate the event and offer an honorarium in addition to paying their travel;

8) the church can discover multiple concepts of church which will increase opportunities for God to come and be welcome; we are called to be Metropolitan "Community" Church.

VISION:The Department has a vision of a changed church that:

1) can affirm and financially support all of its ministries;
2) remains distinquishable from the community it is called from. We do not want to make the mistake of the ancient Hebrews and become like the community they were called from.
3) "...gladly receives and readily accepts the contributions of all of God's people." (Dr. Oscar McCloud, POC Conference, 88)

"WE [UFMCC] ARE A LIVING ANSWER. OUR PRIMARY RESPONSE TO EVIL IS NOT AN EXPLANATION, RATHER A WITNESS." Burton Cooper, Why, God?, "The Caring Church."

Universal Fellowship of Metropolitan Community Churches
COMMISSION ON THE LAITY

ATTACHMENT 3

GARY R. McCROSKEY, CHAIR
2151 WELLINGTON CIRCLE
ANAHEIM, CA 92804-4313

RICH JOHNSON, ASSISTANT CHAIR
2100 N. SCOTTSDALE RD., APT. B-613
TEMPE, AZ 85281

REPORT TO THE GENERAL COUNCIL
February 3, 1989

1988 was a good year for the Commission in that we have identified several areas of our Mission Statement in which we were able to make remarkable progress toward our goal fulfullment.

Two Commission meetings were held during the year. The first in January in Scottsdale, Arizona and the second in Los Angeles in October in conjunction with the 20th Anniversary celebrations.

Commission Workshops & Visitations

District Lay Representatives/Advocates during the period facilitated eight [8] workshops separate from District Conference functions and visited fifty-one [51] churches in their capacity as District Lay Representatives. Additionally, 31 church visits were made by our DLR's in their role as District Committee members.

Local District Commissions on the Laity conducted a total of 22 workshops during the year with approximately 452 attendees. At District Conferences, District Commissions facilitated a total of twelve workshops/seminars with 452 in attendance.

District Commissions

The Commission on the Laity now has operating District Commissions in ten UFMCC districts:

Eastern Canadian	Western Canadian
Northwest	Southwest
Mid-Central	South Central
Mid-Atlantic	Gulf Lower Atlantic
South East	Great Lakes

No District Commission structure is in the Northeast District, the European North Seas or the Australian Districts.

In 1988, the South East, Eastern & Western Canadian, and Mid-Central Districts all elected Steering Committies, adopted Mission Statements and set initial goals for the upcoming year.

The Southwest District Commission will be faciliting two sets of workshops/seminars in their "Messenger Series" in Las Vegas in February, 1989 and Ventura in May, 1989. Each series will offer six workshops. Additionally, the SWDCOL is planning a parliamentary orientation for new delegates before General Conference.

The South Central District Commission will be faciliting their first set of workshops/seminars in their "Heart Wings" Series of Laity Education. This first endeavor by the SEDCOL will be held in Fort Worth in February, 1989.

The Mid-Atlantic District Commission continues to work with the Spiritual Renewal Series with Rev. Elder Jerri Ann Harvey.

In 1988, the Commission sent official observers to the conferences of the Department of the People of Color and the Commission on Faith, Fellowship and Order. Additionally, our Lay Rep from the South Central District, Ms. JoNee Shelton, facilitated the Laity section of the Samaritan Orientation in Houston [The Commission had also agreed to provide leaders for the Toronto and Los Angeles sessions, but Samaritan choose to utilize lay resources from outside the Commission for these two groups in 1988].

Quarterly Reports

Certain members of the Commission have expressed their concern over the action of the General Council resolution regarding quarterly financial reporting. The Commission on the Laity membership consists of District Lay Representatives in each district and the Chair and Assistant Chair, elected at General Conference. As District Lay Representatives are elected by local district vote and their responsibilities include work on local DCOL's, but, in most cases, the District Committees, it is viewed as somewhat unreasonable to seek a quarterly accounting as the expenses incurred may overlap between functions.

In addition, some of our District Lay Representatives have expressed the opinion that their primary reporting responsibility lies on a district rather than a Fellowship level because of their funding and elective procedures. Southwest and Southeast DLR's have consistently refused to report these figures and we would hope to seek input from other Commissions/Programs as to the feeling of their local representatives on this issue.

Finally, because of the quarterly reporting requirement, and the General Council requirement that reports be received 30 days prior to Council meetings, not all statistics may be available from local representatives for inclusion in our reports to the Council. A semi-annual reporting system would seem more appropriate as the Council meetings are in October and March.

FUTURE COMMISSION PROJECTS

At our October meeting, The Commission met with Rev. Jeff Pulling of the Office of Ministry Resources. The Commission committed itself to working with the development of individual Bible study series and self-development series workshops/workbooks for use either in the church or at home.

We have also undertaken a laity/clergy training project through the Stephens Ministries Programs of St. Louis to train caregivers for those in leadership positions within the UFMCC. We have been sucessful in talking with individuals, both lay and clergy, from the Methodist and Episcopal Churches who are actively involved in this program and in securing assurances of assistance when our people return from the two week training program. We have requested funds in our 1990 and 1991 budget requests for this training. It is our hope to have a team of a clergy and layperson as in as many districts as possible to become our teachers for this increasingly important part of our ministry. The Commission, because of the cost of initial training, has decided to also seek grant support to assist us in the execution of this program.

The Commission was given the copyright to a new "Altar Guild Manual" which is now being prepared for publication. This manual should be available at General Conference.

The Commission will also have available at General Conference a series of pamphlets describing our polity, the DCOL and the role of the COL in the church.

Tentative plans call for the Commission on the Laity to meet in North Carolina in the Fall of 1989 and in Vancouver, British Columbia in late Summer of 1990. It is hoped that the 1989 conference will be in conjunction with the Gulf Lower Atlantic District Conference and the 1990 conference will be one in which other programs will also be participating.

Finally, the Rev. Larry Dunlap, Pastor of our church in Spokane, is continuing his work with the Commission on his book and workshop series, "Wholeness and Wellness: Our Divine Right" As we previously reported to you, this will be available in both printed instructors guide, workbook and on video cassette. This should be available in late Fall of this year.

GENERAL CONFERENCE PLANS

As is our custom, the Commission Executive Committee will be meeting at General Conference. The Commission will meet on Sunday and Monday and the Commission will again host the "Orientation to General Conference" session on Sunday afternoon, July 16 at 2PM. The last orientation was attended by over 300 persons.

Monday, July 17 will be the Commission's official business meeting.

RESOLUTIONS TO GENERAL CONFERENCE

The Commission on the Laity at our January, 1988 conference accepted the Gulf Lower Atlantic District Resolution on District Officers as a By-Law Amendment and supports the amendment.

The Commission sponsors three additional resolutions:

1] Northwest District
Establishment of a UFMCC Endowment Fund

2] South Central District Committee
Funding of UFMCC Projects and Voting Rights

3] Commission on the Laity
By-Laws Amendment on District Lay Representatives

These resolutions/amendments are attached for your consideration.

CLOSING

I appreciate your taking the time to review this report. It was sent separately as reports have were not received in time from several districts to be returned within 30 days of the Council meeting. Fourth quarter results for these districts are not included in this report.

Two of our District Lay Reps, Mr. Lloyd Long and Mr. John Rowe, specifically need your prayers.

Lloyd, as of this writing, has been readmitted to hospital and his prognosis is not good. Lloyd has been suffering with AIDS and a form of cancer for some time and has continued to serve both the Great Lakes District and the Commission to the best of his ability while undergoing his treatments.

Although John is now at home, the Eastern Canadian District lost his services for a good part of the last quarter of 1988. John is still weak and under doctor's care and although struggling with his illness, spent much of his time establishing the District Commission on the Laity for the Eastern Canadian District last year.

The Commission has been blessed with their presence, their resources and their energies. Please keep them in your prayers.

As we move from our formative years into the next century which will mold us as a denomination, the Commission exists to assist all those within the Fellowship in the educational process of bringing Jesus Christ into the reality of our lives and to advocate those concerns from our laity which directly affect the future course of the Fellowship in our growth process.

As we strive to become the people of God's Covenant, it is the Commissions desire to act as a resource and vessel of both this denomination and our districts in providing leadership and strength during the impending growth periods we anticipate as we become more fully attuned to the needs of our communicants.

Respectfully Submitted,

Gary R. McCroskey

Gary R. McCroskey
Chair of the Commission

UFMCC PROGRAM REPORT

for March 1989 Meeting of General Council

OFFICE OF MINISTRY RESOURCES

OPERATES UNDER THE UFMCC ADMINISTRATIVE OFFICES

Submitted by: The Rev. Jeffrey Pulling, Ph.D.

PROGRAM ACTIVITIES/PROGRESS DURING REPORTING PERIOD

(1) SAMARITAN CORRESPONDENCE COURSES

This Office provides on a contract basis the correspondence courses of Samaritan College. At the end of 1988 there were 89 students enrolled in 117 courses. The high point during 1988 was 95 students enrolled in 134 courses.

(2) SALT OF THE EARTH RESOURCES

This Office publishes the monthly resource bulletins *SOTER*. For 1988-89 the theme is "DOING OUR MISSION". I have been very gratified by the positive response to these issues.

The other OMR bulletin, *Gleanings*, edited by John Feagan ceased publication at the end of 1988. I feel badly about not being able to contact John, but he seems to have dropped out of sight.

Based on evaluation and feedback on these two bulletins received at the October 1988 Clergy Conference, I am proposing that beginning in 1990 that *SOTER* have an expanded format of four typeset pages (like *Keeping in Touch*). Each issue would include a book review; a theme article on some aspect of ministry practics, with a listing of other resources available; worship resources; and a section on Biblical research, ideas, or insights applicable to lesbian and gay people. For all parts of this publication (and especially the Biblical section), contributions from around the Fellowship will be sought. I will continue to be editor. A general letter outlining the evaluation and future plans has been submitted to Ravi Verma for inclusion in a monthly Fellowship mailing.

(3) MINISTRY RESOURCES/ADULT EDUCATION

After consultation with Ravi Verma and with Ro Halford of the Church Services Department, I agreed to send OMR resources to Los Angeles to be distributed by the Church Services Department. During December I shipped to Los Angeles the following: FFO Materials, AIDS MINISTRY resources, WORSHIP resources, STEWARDSHIP resources, and INREACH/OUTREACH resources. With each category of resources, I included information about sales and production, suggestions for pricing and royalties, and my plans for revisions and updating. I have still to ship the ADULT EDUCATION resources.

New WORSHIP resources that I developed during the last quarter of 1988 include: "Experiencing For Ourselves the Advent of God-in-Christ", "Christmas Eve Worship", and "A Dramatic Reading of the Passion Story: John 18-19".

In October 1988 I attended the Great Lakes District Conference (Peoria, IL) where I had been invited to present stewardship and programming workshops and to deliver the keynote address for the District's 15th Anniversary Banquet.

To follow up the Educators' Sharing Group at the October Clergy Conference, I am organizing an Educators' Sharing Day (to be hosted by All God's Children MCC, Minneapolis) the Saturday before General Conference starts. In addition, the day before (Friday, July 14), OMR is co-sponsoring with FFO a day with Dr. Kenneth Stokes, Director of Adult Faith Resources based in Minneapolis.

For General Conference itself I have submitted proposals to lead two workshops: one on my own initiative on the Pastoral Search process, and the second at the request of Don Eastman on a dialogue about Christology and evangelism.

(4) ASSISTANCE TO OTHER MCC PROGRAMS

This Office collaborates with and provides assistance to other UFMCC program agencies. Since last reporting I have done the following:

FFO - planning a day with Ken Stokes prior to General Conference so that he may dialogue with FFO (morning) and local MCC educators (afternoon) about the project Faith Development in the Adult Life Cycle.

CCCC - continue to coordinate proficiency exams & files, serve as resource guide (by mail and phone) for student clergy.

AIDS Ministry - updated list "Ministry Resources in Response to AIDS"

Women's Prison Ministry - sent resources/articles on prison ministry and criminal justice.

EXCEL - gave feedback/evaluation on proposal for new Couples Weekend.

Department of People of Color - submitted suggestions for practical implementation of resolution of White People Healing Racism.

(5) CONFERENCE COORDINATION

I coordinated on a contract basis the October 1988 UFMCC Clergy Conference in Los Angeles, the theme of which was "Following Jesus Into the 21st Century". My coordination work included scheduling, budgeting, registration, workshops, worship services, and speakers. It was a very powerful and successful Clergy Conference and the best attended one ever (124 participants).

(6) CONTACTS BEYOND UFMCC

Since I have to read many books anyway to keep up and to do my work, I decided to start sending book reviews to various publications in order to increase the visibility and improve the reputation of the UFMCC in general and my office in particular. To date two of my book reviews have been accepted for publication: the first on *Uncommon Calling* by Chris Glaser in *THE OTHER SIDE*, and the second on *An Introduction to the Old Testament: A Feminist Perspective* by Alice Laffey in *THE CHRISTIAN CENTURY*.

(7) CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT OF STAFF

At nearby Hartford Seminary, in November I participated in one day of a two-day conference on "Women and the Word", a highlight of which was an address by Rosemary Radford Reuther. Also at Hartford Seminary in January I attended (with Don Eastman and Pat Leffler) a presentation by George Gallup, Jr. on Gallup research about the churched and unchurched.

In January I participated in a two-day "Adult Faith Ministry Workshop" in Waltham, Massachusetts put on by Adult Faith Resources. It was very helpful in planning educational and programing resources for adults at various life transitions and at different faith stages.

I participate on an ongoing basis in a self-help support group for persons who stutter called SPEAK EASY.

REQUEST FOR ACTION BY GENERAL COUNCIL

None

UFMCC PROGRAM REPORT

DATE: February 5, 1989

Program: EXCEL International

Program Unit:

Reporting Period: September 1, 1988 to February 1, 1988

Submitted by: Brenda J. Blizzard, Executive Director

Program Activities/Progress during reporting period:

Executive Committee: Met Oct.6-9, 1988 holding it's eight meeting in Los Angeles, CA. All EC members present attended the 20th Anniversary Celebration along with the ED. Action taken: 1)Evaluated ED and EC through new evaluation process, 2)Reviewed By-laws, 3)Developed Budget proposals for 1990-91, 4)Reviewed EXCEL in Relationship Manual proceedures.

Program Committee: Met Oct.8, 1988 at Samaritan College in Los Angeles for it's seventh meeting. Action taken: 1) Changed status of EXCEL of the Northern lights from Team in training to Active Team, 2) Received the resignation of Cecil Burnette from the EC / Louis Nizza re-elected, 3)Adopted travel pool to cover travel expenses for PC members, 4)Agreed to continue revision process for EXCEL Manual.

Family Council: Met Oct.8, 1988 at Samaritan. Action taken: 1)Tithable Income was clarified, 2) EXCEL International $5 participant accessment was clarified,
3)Received verbal reports of actions taken by EC and PC.

Weekends: There were three EXCEL Weekends held during this time period with 72 first-time participants. One EXCEL in Faithfulness Weekend was held with 18 participants in attendance.

EXCEL International Newsletter: A communication tool of the EXCEL Movement compiled and mailed each month to the General Council, EXCEL Teams, EC, and other Programers.

Additional Program Activities/Progress expected by end of this year:

EXCEL Weekends: 10 EXCEL Weekends are currently scheduled for 1989. Three Excel in Faithfulness Weekends are also scheduled. EXCEL International will be providing the EXCEL experience at the Easstern Canadian Spring District Conference May 19-21 for approximately 90 persons.

ED will travel to EXCEL of the British Isles (London, England) in Sept, 1989 to visit Team and share EXCEL weekend.

Meeting Schedule:

Executive Committee	Feb. 24-26	Seattle, WA
Executive Committee	July 13-14	Minneapolis, MN
Program Committee, Family Council, All Team Gathering	July 14-15	

Continue/Complete Revision of EXCEL in Relationship Training Manual

Request for Action by General Council:

(Include any requests for approval of modification of program or budget)

*Please approve budget request so that EXCEl International may continue to share the message of "Christian Community Living" to people around the globe

Other Comments:

Enclosures:

Executive Director's Activity Log September - December.

EXCEL International Executive Director's
Quarterly Report

This report is a brief overview of my activities from September to December 1988.

SEPTEMBER

1. Contacted and interacted with the following Teams by phone:

Angels	Armadillo	EIF(Houston)
Capital	Northern Lights	Way
Redwoods	EIF(Bay Area)	Son
Trinity	Lakes(Canada)	Pueblo

2. Compiled and mailed September Newsletter.
3. Attended EXCEL of the Son's Weekend- St. Petersburg, FL.

OCTOBER

1. Contacted and interacted with the following Teams:

Angels	Armadillo	EIF(Houston)
Capital	Northern Lights	Lakes
Rockies	Trinity	Redwoods
EIF(Bay Area)	Way	Son

2. Attended UFMCC's 20th Anniversary Dinner.
3. Planned and facilitated Program Committee and Family Council Meetings in Los Angeles
4. Attended Executive Committee Meeting in Los Angeles.
5. Worshiped at MCC LA - Anniversary Service.
6. Attended Great, Great Lakes District Conference.
7. Traveled to Houston, TX met with Armadillo and EIF Teams
8. Worshiped at MCC R Houston, TX
9. Compiled and mailed October Newsletter.

NOVEMBER

1. Contacted and interacted with the following Teams:

Angels	Son	Way
Redwoods	Armadillo	Capital

2. Attended UFMCC People of Color Conference
3. Contacted Joyce Robbins, Asst. District Coordinator for Eastern

DECEMBER

1. Contacted and interacted with the following Teams:

Angels	Son	Capital
Way	Armadillo	Redwoods
Lakes		

2. Compiled and mailed December/January Newsletter
3. Started Review of EXCEL Manual Revisions
4. Began Planning for Eastern Canadian Weekend
5. Mailed Applications for Team Membership for Eastern Canadian Weekend.

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ATTACHMENT 6

TO: General Council
FROM: Samaritan College
RE: Program Report, March 1989
DATE: February 9, 1989

Enclosed is the Annual Report from Samaritan College for 1988. This report was submitted to the Board of Trustees in January 1989. This report reviews all aspects of academic program for 1988 and special events scheduled over the next two years.

I would be happy to discuss any aspect of this program report with you. Thank you for your continued support of Samaritan College!

Respectfully Submitted by
Rev. Dr. Sherre L. Boothman

Samaritan

1988 PROGRAM SUMMARY

The existing programs continued to flourish in 1988. The initiation of new program was minimized due to the lack of support staff. The major new program initiated in 1988 was the opening of the School of Human Services, beginnning with the Department of Lesbian Studies. Dr. Lauren Jardine was appointed as Dean of Human Services and as the Development Officer for the Lesbian Studies Department. Her report is enclosed (Addendum B).

Current Programs: A Brief Description:

A. School of Theology

1. Los Angeles Campus:

We offer students the full range of courses necessary to fulfill the last two years of a Bachelor's in Theology. To qualify as a degree candidate, we require that the student has finished the first sixty semester hours of a Bachelor's degree at an accredited College. The degree program is designed to meet the academic needs of those preparing to pastor in UFMCC. However, anyone who meets the degree program's entry requirements is welcomed to pursue the degree. The degree planning process encourages each student to pursue their particular needs and interest. Classes are open to all people.

The Los Angeles Campus operates from September - May as a night school offering classes on Monday - Thursday evenings. Occasionally, we offer special weekend seminars as well. During the summer, we offer the six week intensives, Orientation to MCC Pastoring (detailed descriptions enclosed in the General Information packet on pg. 1 and pg. 7).

2. District/Samaritan College Partnership:

This program was opened in 1984 to achieve the following:

a. Make Samaritan College classes more regularly available through local MCC's by having needed administrative support provided by the offices of the UFMCC Districts.
b. Provided financial resources to encourage UFMCC Districts to open and maintain scholarship/loan designated funds.

Under this program all classes except those taught in the Orientation Program may be offered. Fifty

percent of the tuition funds remain in the District in return for the administrative support provided by the District Offices. The District agrees to use the funds to:

a. Pay faculty stipends and expenses
b. Use the remainder of funds as loans or scholarships for students tuition.

The faculty and course approval system of the Seminar Program is used in this program as well.

The only District to activate this program has been the Southcentral District (SCD). Since the Fall of 1985, we have offered classes regularly at a variety of locations. The 1988 report on the program's offerings is enclosed (Addendum A.2).

Discussions are currently underway with the following Districts about activating this program: Great Lakes District, Gulf and Lower Atlantic District, Northwest District, Eastern Canadian District, and Western Canadian District.

NOTE: Since the Canadian Districts are outside the continental USA, they are both considering whether this program or the Extension Center program will best serve their needs.

3. Seminar Program:

This program has operated since the late 1970's and was originally called Extension Studies or Extension courses. This program allows qualified faculty to offer courses through their local MCC. All courses and faculty must be approved by the Dean of the School of Theology. The Seminar Packet explains this program in detail and is enclosed (See General Information page 10). The report on the courses offered under this program in 1988 is enclosed (Addendum A.3).

4. Extension Centers:

This program was initiated in 1985 and operates under the Extension Center Policy (See General Information page 25). Centers were opened in Sydney, Australia and in London, England in the Fall of 1985. Rev. Cliff Connors is the Dean of the Sydney Center (Samaritan Australia) and Rev. Frank Scott is Dean

of the British Center. The annual summary of their quarterly reports for 1988 are enclosed (Addendum A.4).

Both Extension Centers are currently in the process of opening their own branches of the Certification Office, which keeps records on the training of student clergy, for their service areas.

I am currently scheduled to be in Mexico City in April 1989 to discuss the possibilities of an Extention Center to service Mexico.

Rev. Elder Don Eastman has also requested we consider an Extension Center in Buenos Aires, Argentina. I am planning to discuss these possibilities with people from Buenos Aires at General Conference in July 1989.

The need for more administrative support may delay additional Centers being opened.

5. Department of Correspondence Courses:

Samaritan College has offered correspondence courses since the late 1970's. From 1982 -1987, this department was a part of Samaritan Extended Studies. With the new policy, Extended Studies was dissolved. The ministry resources part of Extended Studies became the Office of Ministry Resources headed by the Rev. Dr. Jeffrey Pulling, based in Hartford, CT. Samaritan College contracted with this office to operate the Department of Correspondence with Dr. Pulling as its chair. We have encountered significant additional costs due to the duplicated expenditures necessary to maintain an office outside of the Los Angeles campus. In the 1987 UFMCC budgetary process, we decided to return this Department to Los Angeles to avoid duplication of resources. Dr. Pulling does not wish to relocate. The Department will transfer back to the Los Angeles campus in November 1989. This necessitates the hiring of a Chair to operate this Department. This position needs to be at least a 30 hour a week position. Funds from the UFMCC stipend to Samaritan College currently used to pay Dr. Pulling will be available, but provide for only 20 hours a week. At this point, the savings from eliminating the duplication of expenditures should make 30 hours a week possible. This position should be opened in September and begin no later than January 1, 1990. Dr. Pulling is informing students that the Department will be closed November and December of 1989. The annual summary is enclosed (Addendum A.5).

6. Special Events:

a. The School of Theology has also offered a variety of special events. These have included:

1. Board of Directors Seminar: January 1986
2. AIDS Conference: January 1987
3. Student Clergy Weekends: offered in a variety of locations beginning in 1985.

b. 1989-90 Planned Events:

1. We have received numerous requests for a second Conference on Pastoral Care and Aids. We have scheduled this for January 1990.
2. In 1987, we began to work with Connexxus Women's Center of Los Angeles to co-sponsor a conference on Lesbian Spiritual Empowerment. This was originally scheduled for December of 1988, but had to be rescheduled for December of 1989 due to the inability to attract women of color as workshop facilitators and a lack of registrations. Plans for this weekend event are set for December 1989.
3. On October 5, 1990, we are planning a twentieth anniversary celebration for Samaritan College. We are currently planning for a one hour program followed by a celebrative party/dance.
4. We are planning to co-sponsor a Conference in October 1990 with the Institute of Gay/Lesbian Spirituality & Theology, Inc. on the development of a lesbian/gay Christian theology. Details on this Conference will be forthcoming by October 1989. The Institute was founded by Rev. Malcolm Boyd, who serves as its chair.
5. We have received a formal request from Rev. Coni Staff that the College sponsor a UFMCC Women's Conference. The Board of Trustees thought this would be a good idea. We are tentatively planning this for the late winter of 1991.

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ADDENDUM A.1

To: Samaritan College Board of Trustees
FROM: Sherri Pickel, Registrar/Office Manager

A. 1. Los Angeles Campus (School of Theology & Dept. of Human Services)

A. Interterm 1987/88: January 1988

Course	Faculty	Student #
Homosexuality & the Scriptures	Sagat	8
UFMCC Polity	Rodriguez	6
Biblical Exegesis	Totten-Reid	4

Totals:	
Students	12
Student/Class Units	18
Tutition Due	$1,370

B. Second Semester 1987/88 (Spring): Feb. - May, 1988

Course	Faculty	Student #
Introduction to Theology	Wilson	12
Introduction to Christian Ethics	Gaass	Canceled
Advanced Sexuality Studies	Martin	6
Job: A Liberation Perspective	Totten-Reid	7
Introduction to New Testament Greek	Bohache	2

Totals:	
Students	22
Student/Class Units	27
Tuition Due	$5,812

C. Orientation 1988: June 13 - Aug. 21, 1988

1. Houston: June 13-26, 1988

Course	Student #	Tuition Due
Worship/Preaching	11	$4,220

2. Toronto: June 20-July 3, 1988

Course	Student #	Tuition Due
Counseling/Christian Education	7	$2,730

3. Los Angeles: July 11-Aug. 21, 1988

Course	Student #	Tuition Due
Counseling/Christian Eudcation	24	
Worship/Preaching	30	
Church Administration, Pastoral Identity & Self-Care	34	
		$26,890

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ADDENDUM A.1

A, 1. Los Angeles Campus (continued)

C. Orientation 1988 (continuedO

Totals:

Students	57
Student/Class Units	106
Tuition Due	$33,840

D. First Semester 1988/89 (Fall): Sept. - Dec. 1988

Course	Faculty	Student #
Intro. to Hist. of Christian Thought	Christian	4
The Lesbian Experience	Jardine	6
The Understanding the Bible	Boothman	7
Women in the Bible	Deitrick	Canceled
Introduction to Sexuality Studies	Boothman/ Van Fossen	14

Totals:

Students	24
Student/Class units	31
Tuition Due	$6,876

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ADDENDUM A.2

TO: Samaritan College Board of Trustees
FROM: Sherri Pickel, Registrar/Office Manager

Southcentral District/Samaritan College Partnership

A. February - May 1988

Course	Location	Student #
Introduction to Sexuality Studies	Dallas	13
Introduction to Sexuality Studies	Houston	10
Introduction to Sexuality Studies	San Antonio	4
Introduction to Sexuality Studies	Ft. Worth	4
Introduction to Sexuality Studies	Midland/Odessa	8
Introduction to Sexuality Studies	Tulsa/Oklahoma City	2
Introduction to Sexuality Studies	Baton Rouge	6
Exegesis	Midland	10

B. September - December 1988

Course	Location	Student #
Understanding the Bible	Dallas	4

Totals:	
Student/Class Units	62
Tuition Due	$3,505

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ADDENDUM A.3

TO: Samaritan College Board of Trustees
FROM: Sherri Pickel, Registrar/Office Manager

Seminar Program

A. February - May 1988

Course	Location	Faculty	Student	Tuition Due
Introduction to Sexuality Studies	Seattle	Russell-Coons	8	$ 520

B. September - December

Course	Location	Faculty	Student	Tuition Due
Introduction to Sexuality Studies	San Francisco	Russell-Coons	10	$1,080
Introduction to Sexuality Studies	Springfield, MO	Williams-Smith	8	$1,200
Introduction to Sexuality Studies	Chicago	Roller	5	$ 750
Introduction to Sexuality Studies	Portland	Wilson	6	$ 450

Totals:	
Students	37
Tuition Due	$4,500

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ADDENDUM A.4

TO: Samaritan College Board of Trustees
FROM: Sherri Pickel, Registrar/Office Manager

Extension Centers

A. European Extension Center
1. First Quarter 1988

Course	Faculty	Student #
UFMCC Polity	Scott	5
Introduction to Theology	Arthur	2
Introduction to the Bible	Arthur	2
The Land & People Jesus Knew	Scott/Danner	5
Understanding the Bible	Correspondence	2

Totals:
Student/Class Units 16
Tuition Due $57.50 US

2. Second Quarter 1988

Course	Faculty	Student #
UFMCC Polity	Scott	5
Introduction to Theology	Arthur	3
Introduction to the Bible	Arthur	4
Understanding the Bible	Correspondence	2
Greek I	Arthur	2
Christology	Arthur	5
Introduction to Christian Thought	Scott	1

Totals:
Student/Class Units 19
Tuition Due $231.25 US

3. Third Quarter 1988

Course	Faculty	Student #
Introduction to Theology	Arthur	3
Introduction to the Bible	Arthur	4
Understanding the Bible	Correspondence	3
Greek I	Arthur	4
Christology	Arthur	5
Introduction to Christian Thought	Scott	1

Totals:
Student/Class Units 19
Tuition Due $0.00

Extension Centers (continued)

A. European Extension Center (continued)

4. Fourth Quarter 1988

Course	Faculty	Student #
Introduction to Sexuality Studies	Scott	14
Introduction to the Bible	Correspondence	3
Champions of God: The Prophets	Scott/Danner	18 participants
Introduction to the Bible	Arthur	4
Greek I	Arthur	2

Totals:
Student/Class Units 41
Tuition Due $247.00 US

ANNUAL TOTALS:
Student/Class Units 95
Tuition Due $535.75 US

B. Samaritan Australia Extension Center

1. First & Second Quarter 1988

Course	Faculty	Student #
Christian Ethics	Connors	9
Communication Skills	Bromley	3
Patriarchy	Hein	7
Hebrew	Walker	2

Totals:
Student/Class Units 21
Tuition Due $921.25

2. Third & Fourth Quarter 1988

Course	Faculty	Student #
Sexuality & Personhood	Dingle/Geddes	11
Preaching	Connors	7
Hebrew II	Walker	2
Religious Architecture & Furnishings	Symonds	3

Totals:
Student/Class Units 23
Tuition Due $1099.35

ANNUAL TOTALS:
Student/Class Units 44
Tuition Due $2,020.60

ADDENDUM TO REPORT OF SAMARITAN COLLEGE TO 1989 GENERAL CONFERENCE

SAMARITAN CORRESPONDENCE COURSES

Submitted by: The Rev. Jeffrey Pulling, Ph.D.
P.O. Box 14529, Hartford, CT 06114

From 1976-80 and from 1982 until the present I have been the Samaritan faculty member who has coordinated the correspondence courses. My contract expires this October, and at that time the courses will be transferred back to the Samaritan College facilities in Los Angeles to be handled from there. After October 31, there will be a two-month interim / start-up period before Samaritan College begins administering the courses in January 1990.

There are presently three proficiency area courses:

Understanding the Bible for Bible
UFMCC Polity for Polity
Our Story Too for History of Christian Thought.

The Polity course is being revised to incorporate 1987-1989, and the College will begin with the new revised course in 1990. In addition there are plans to entirely revise the Bible course.

Two of the introductory courses in Biblical Studies are no longer offered because the textbooks went out of print, namely *What Is the Bible?* and *The Life & Teaching of Jesus.* There are two other Biblical Studies courses offered, namely *Homosexuality and the Scriptures* and *From Scripture to Sermons: Biblical Exegesis & Interpretation.*

In the area of personal and professional growth, the course *Clarifying and Renewing the Ministry* will continue to be offered. The course *Loving Yourself, Loving Others* is being dropped because, due to its very personal nature, it has not worked out well as a for-credit course. It will be reworked by the Office of Ministry Resources into adult education format (for individuals and for groups).

Attached are reports of correspondence course students for 1987 and 1988. The average enrollment for 1987 was 86 students enrolled in 105 courses. For 1988 it was 92 students enrolled in 128 courses. The overwhelming majority of students were enrolled in the proficiency courses. Total new enrollments for 1987 were 123, and for 1988 were 78. Possible reasons for the decline in new enrollments are: (1) the tuition increases of September 1987 and September 1988; and (2) the elimination of introductory-level courses that were taken by many laypersons (but seldom completed).

SAMARITAN CORRESPONDENCE COURSES

ENROLLMENT REPORT FOR YEAR 1987

COURSE	# ENROLLED AT START OF PERIOD	# NEWLY ENROLLED	# REACTIVATED	# DROPPED	# COMPLETED	# ENROLLED AT END OF PERIOD
PROFICIENCY AREA COURSES						
Understanding the Bible	31	27	4	19	12	31
UFMCC Polity	36	41	2	16	23	40
Our Story Too	NA					NA
BIBLICAL STUDIES COURSES						
What Is the Bible?	11	26	0	11	4	22
The Life & Teaching of Jesus	4	6	0	3	5	2
Homosexuality & Scriptures	4	8	0	1	1	10
From Scripture to Sermon: Biblical Exegesis and Interpretation	NA	4	0	0	0	4
PERSONAL AND PROFESSIONAL GROWTH COURSES						
Clarifying and Renewing the Ministry	3	4	0	1	2	4
Loving Yourself, Loving Others	5	7	0	4	2	6
	—	—	—	—	—	—
TOTALS	94	123	6	55	49	119

ADDENDUM A.5

SAMARITAN CORRESPONDENCE COURSES
ENROLLMENT REPORT FOR YEAR 1988

COURSE	# ENROLLED AT START OF PERIOD	# NEWLY ENROLLED	# REACTIVATED	# DROPPED	# COMPLETED	# ENROLLED AT END OF PERIOD
PROFICIENCY AREA COURSES						
Understanding the Bible	31	16	2	16	5	28
UFMCC Polity	40	22	3	18	13	34
Our Story Too	NA	17	0	1	1	15
BIBLICAL STUDIES COURSES						
What Is the Bible?	22	2	2	11	7	8
The Life & Teaching of Jesus	2	NA	1	1	0	2
Homosexuality & Scriptures	10	2	1	7	0	6
From Scripture to Sermon: Biblical Exegesis and Interpretation	4	7	0	2	1	8
PERSONAL AND PROFESSIONAL GROWTH COURSES						
Clarifying and Renewing the Ministry	4	7	0	2	1	8
Loving Yourself, Loving Others	6	5	1	4	0	8
TOTALS	119	78	10	62	28	117

Samaritan

ADDENDUM B

TO: Samaritan College Board of Trustees
FROM: Lauren Jardine, Ph.D., Dean of Department of Human Services
RE: Departmental Report
DATE: January 15, 1989

REPORT: Department of Human Services of Samaritan College

HISTORY

In the Fall Semester of 1988 Samaritan College moved into the secular academic arena with the initiation of the Department of Lesbian Studies. Thus far two courses have been offered out of the Department of Lesbian Studies: Introduction to Lesbian Studies (Fall 1988) and Lesbian Images in Literature and Film (Spring 1989). Headed by Lauren Jardine, Ph.D., the Lesbian Studies Department is the first section of Samaritan's developing Department of Human Services, which will eventually include Lesbian Studies, Gay Male Studies, Community Organization and Administration, and Counseling and Social Work.

GOALS

It is the goal of the Department of Human Services to provide Education for Liberation which can help change the world and its understanding of gay and lesbian individuals. Specifically, the Department seeks to graduate professionals with an understanding of our community and to provide a forum for researchers/scholars in fields of study relating to the community.

PRIORITY ISSUES

In order to ensure the success of the Department of Human Services, the following issues must be addressed immediately:

I. FUNDRAISING: Money must be secured (see attached budget) in order to provide a full-time Dean who could then, in addition to her teaching responsibilities, (a) research/write articles and books on gay and lesbian education and scholarship; (b) present workshops, seminars and public relations presentations throughout California and the U.S.; (c) write an on-going column for the Lesbian News and other gay/lesbian media; work directly with the President and Board on Development and Fundraising; coordinate all school year and summer programming; etc.

Money must also be raised to provide funds for additional faculty (part and full time) in the various Departments, as well as for visiting lecturers and special consultants. Additional funds must be raised for conferences, supplies, books, advertising, etc.

II. PUBLICITY: Samaritan College has been viewed heretofore as a college for religious studies only. It will take time and

a great deal of community "re-education" in order to gain the confidence and eventual participation of large numbers of non-ministerial students. Adding to this problem is the relatively high cost of the semester long courses and the length of commitment required for non-ministerial students for whom credit is not important.

III. AFFIRMATIVE ACTION: The issue of genuine inclusion of all members of our community, as staff and students, must be addressed at the outset of the planning and programming and continue to guide all future planning and programming. We must encourage broad based participation by women, people of color, the economically disadvantaged, physically challenged individuals, etc.

TIME LINE

The following time line, incorporating the three major areas listed above, is suggested:

JUNE 1989	Hire Full-time Dean
JULY - AUGUST 1989	Offer low fee mini-courses and weekend workshops in areas from all four Departments (Lesbian Studies, Gay Male Studies, Community Organization and Administration, and Counseling and Social Work) in order to acquaint the community with Samaritan's new direction. Include sessions taught by and designated primarily for people of color.
FALL SEMESTER 1989	Offer one full semester course from each Department, as well as several low fee mini-courses and weekend workshops. At least one of the full semester classes should be taught by a person of color. In addition, offer tutorial/apprentice programs for students (particularly people of color and physically challenged students).
JANUARY 1990	Offer month long special workshops/seminars by two visiting lecturers (at least one of whom is a person of color). Possible visiting scholors include Audry Lorde, Charlotte Bunch, Cherrie Moraga, Vito Russo, Leonard Simon, Renee McCoy, etc.

SPRING SEMESTER 1990	Maintain (or expand if demand dictates) same number of full semester classes and special workshops and tutorials.
SUMMER 1990	Create and sponsor a month long academic "THINK TANK" for gay and lesbian leaders and community members to address issues of pressing concern to the community. Secure nationally recognized lesbian and gay leaders, professors, scholars and researchers to facilitate the sessions (at least 30% people of color).
FALL 1990 and SPRING 1991	Continue to expand course offerings, workshops, seminars, etc.

UFMCC PROGRAM REPORT

25 Feb 1989

Program: Faith, Fellowship and Order
Program Unit: Commission
Reporting Period: October 1988 - February 1989
Submitted by: Rev Janet Pierce

Program Activities/Progress during reporting period:

Co-Chair, Janet Pierce and the Rev Ron Russell-Coons as additional representative attended the October, 1988 Commission on Faith and Order, COFO, meeting of the National Council of Churches in the US as part of UFMCC's regular envolvement in the activity of COFO.

A paper on the Holy Spirit and the Nature of the Church within UFMCC was submitted by Rev Pierce for that meeting and Material was gathered by Rev Russell-Coons for his working group about the impact of AIDS on the spirituality of individuals affected and the church's response to their illness. Rev Russell-Coons was also asked to write his own response for inclusion in the book published by the NCC, USA, AIDS Issues: Confronting the Challenge edited by David Hallman.

Because of FFO's envolvement on COFO, AIDS has been a focus of one of the working groups for the past three years, culminating in the publication of the aforementioned book and in a Lenten Ecumenical Worship Experience sponsored by COFO of the NCC, USA to be held March 10 at 7PM at MCC San Francisco. (see enclosed brochure)

Steering Committee members have been involved in working with District Representatives to continue developing materials and workshops toward a Christian Theology of Sexuality. Research into the use of copywrited songs in the planned 1989 Lenten Study Series indicated a need for postponement until new songs could be selected or copyrights could be secured.

District Representatives continue to offer workshops and facilitate workshops within their own districts. However, the reporting mechanism (instituted at the summer 1988 Commission meeting - reports to the Chair of FFO and to the District Coordinator of activity and expense) is still not working adequately.

Crispin Mata Vera, FFO Rep from Hispanic Americas is completing final editing and translation of the FFO workshop, Embodiment, Sexuality and Spirituality" (initially translated by Sylvia Rodrigues of MCC, Huntsville) for presentation at General Conference 1989.

In conjunction with Rev Jeff Pulling of the Office of Ministry Resources, have planned for the involvement of FFO Representatives and other interested UFMCC theologians and educators to attend a workshop on Faith Development in the Adult Life Cycle at General Conference 1989.

Rev Russell-Coons and Rev Pierce along with several other UFMCC members were published in a book out of Pilgrim Press about the World Council of Churches, Canadian Council of Churches and NCC, USA Consultation on AIDS held in Nov 1987 in Toronto, Ontario.

Additional Program Activities/Progress expected by end of this year

Two additional meetings of COFO, NCC attended by Chair and one FFO Representative:

Steering Committee Meeting to plan the Commission meeting and address needed changes in supervision of Commission work between conferences:

Full Commission meeting prior to General Conference, to continue the work of the Commission:

Request for Action by General Council:

District Reps to be elected for 4 year terms (see attached SOPs)
rational: two year terms has not provided enough opportunity for representatives to become knowledgeable about FFO and be trained in the skills and resources available early enough to be useful in the districts.

Approval for District Reps and Steering Committee to utilize a travel pool. (Only possible if General Council Approves, because of the involvement of District budgets)
rational: would allow and encourage the participation of representatives from cultures and districts other than those involved in North America. the cost is too often prohibitive for representatives from non north American Districts otherwise.

Other Comments:

Discussion at the Program and Budget Division level needs to occur about better mechanisms for administrative support and reporting of activity. Also direction about program priorities within each program would be helpful given potential reduction in allotment. The priorities of mission are helpful and will be helpful in the future in program planning.

UFMCC PROGRAM REPORT

DATE: March 1, 1989

Program: UFMCC AIDS Ministry

Program Unit: Board of Elders

Reporting Period: through March 1, 1989

Submitted by: Rev. Elder Donald Eastman

Program Activities/Progress during reporting period:

- The work of our Field Representative, Rev. A. Stephen Pieters, has been extensive and is reflected in his attached report.

- A Care-for-the-Caregivers workshop has been developed by Elder Larry Rodriguez following the July 1988 meeting of the Board of Elders where a full-day was devoted to grief dynamics in the UFMCC. Facilitator for the program was Dr. Ron Sunderland, a Clinical Pastoral Education Specialist who has authored several books on AIDS and Pastoral Care. The workshop, based upon Dr. Sunderland's program, has been conducted in one district, is being evaluated and will be further developed for implementation throughout the UFMCC.

- ALERT, our monthly AIDS newsletter is being distributed to a list of approximately 1,450.

- UFMCC continues to play a strong role in the AIDS National Interfaith Network, whose membership now includes fifteen national (U.S.) religious organizations or agencies and twenty-six local or regional interfaith organizations. Rev. Elder Don Eastman serves as Chairperson of ANIN's Board of Directors and Rev. A Stephen Pieters chairs PWA representation on the Board.

Two major ANIN program initiatives are underway:

1) An invitational conference on AIDS for religious leaders in the U.S. will be hosted by former President Jimmy Carter under the joint sponsorship of ANIN, AID Atlanta and the Carter Presidential Center in Atlanta where the conference is scheduled for December 4, 1989.

2) A Washington-based legislative specialist for ANIN will be funded by the United Church of Christ office of Church in Society for the next two years. This individual will work with legislative representatives of 23 religious denominations to advocate public policy on AIDS/HIV.

Additional Program Activities/Progress expected by end of this year:

Please note projects not completed:

Two projects have been placed on hold because of 1988 cash flow constraints:

1. The resource packets for the AIDS Vigil of Prayer.
2. The spiritual resources kits for Persons-with-AIDS.

It is our hope and expectation that these may be produced by the time of General Conference XIV.

Request for Action by General Council:
(Include any requests for approval of modification of program or budget)

To modify the title of "Field Representative" to "Field Director."

Other Comments:

PROGRAM REPORT TO GENERAL COUNCIL

FIELD DIRECTOR OF AIDS MINISTRY

Since January 1, 1988, the Field Director of AIDS Ministry has kept the following engagements:

1/2-3	Ft. Lauderdale, FL	Church of the Holy Spirit MCC
1/7	Los Angeles, CA	MCC LA AIDS Conference
1/15-17	Houston, TX	Samaritan AIDS Conference MCC of the Resurrection
1/24	Whittier, CA	Good Samaritan MCC
1/26	Long Beach, CA	Long Beach Ministerial Association
1/31	No. Hollywood	MCC in the Valley
2/2	Palos Verdes, CA	P.V. High School
2/4	Chicago, IL	City of Hope Fundraiser
2/12	Atlanta, GA	Nurses' Health Conference, Emory Univ.
2/14	Santa Monica, CA	AIDS Demonstration
2/25-28	Olympia, WA	AIDS Task Force, Community Center MCC in Olympia
3/4-6	Seattle, WA	MCC Seattle
3/16	Los Angeles, CA	The Louise Hay Weekly "Hayride"
4/8	Fairfax County, VA	MCC Nova
4/9-10	Allentown, PA	AIDS Project MCC of the Lehigh Valley
4/11	Harrisburg, PA	MCC of the Spirit
4/12	Philadelphia, PA	MCC Philadelphia
4/13	Pittsburgh, PA	MCC Pittsburgh
4/15	New Brunswick, NJ	MCC Christ the Liberator
4/16	Baltimore, MD	MCC Baltimore
4/17	Washington, D.C.	MCC D.C. MCC Disciples
4/21	Palos Verdes, CA	Junior High School
4/23	Los Angeles, CA	U.E.C. University
5/4	Claremont, CA	School of Theology, H. Clinebell class
5/14	Los Angeles, CA	California Mental Health Worker's Conf.
5/20	West Hollywood, CA	Candelight AIDS Vigil
5/28	Santa Barbara, CA	Keynote, Annual Lesbian/Gay Prom Night
6/18-22	Toronto, Ont., Canada	MCC Toronto Samaritan Orientation: Pastoral Care and Counseling
7/15-18	Minneapolis, MN	MCC Spiritual Renewal (4 services) Good Grief Workshop
7/18-24	Boston, MA	Keynote, Spirituality Institute, Lesbian and Gay Health Conference
8/1	Long Beach, CA	Samaritan Orientation, AIDS Programming
8/7	North Hollywood, CA	MCC in the Valley
8/13	Hinsdale, IL	MCC AIDS Conference
8/14	Chicago, IL	Church of the Resurrection MCC
8/21	Wichita, KS	First MCC of Wichita
8/28	St. Louis, MO	MCC St. Louis
9/1	Santa Ana, CA	Christ Chapel MCC, HIV+ Support Group
9/10	Los Angeles, CA	City of Hope AIDS Fundraising Dinner

9/14	Los Angeles, CA	USC Medical School, First Year Class USC Undergrad. AIDS Class
9/17	Grand Rapids, MI	Reconciliation MCC Grand Rapids
9/24	Los Angeles, CA	Clergy AIDS Training panel
9/25	Los Angeles, CA	APLA Walkathon Opening Ceremonies
9/30-10/1	Toronto, Ontario, Canada	MCC Toronto (3 services and P.C.&C. workshop)
10/3-6	Los Angeles, CA	UFMCC Clergy Conference & Anniversary Dinner participant
10/14-16	Dallas, TX	MCC Dallas (4 services and a panel on prayer therapy)
10/22-23	Bakersfield, CA	MCC of the Harvest and Long Term Survival Workshop
11/5	Los Angeles, CA	MCC L.A. AIDS Vigil
11/12-13	Norfolk, VA	New Life MCC of Tidewater (2 services and panel on Living with AIDS)
11/15-16	Richmond, VA	MCC Richmond State Penitentiary AIDS ward Richmond AIDS Network (spoke to Buddy support group and PWA group)
11/17-18	Roanoke, VA	Roanoke AIDS Project Press Conference MCC of the Blue Ridge
11/19-20	Baltimore, MD	New Covenant MCC St. John's United Methodist Church MCC Baltimore
11/20	Rockville, MD	MCC Rockville
12/1	New York, NY	CBS This Morning (World AIDS Day)
12/1	Los Angeles, CA	Samaritan Sexuality Class (Impact of AIDS on Gay Male Sexuality) KCBS-TV, Today's Religion

1989

1/11	Santa Monica, CA	Westside Ecumenical Conference
1/17	Los Angeles, CA	KPWR 106-FM "Healing AIDS With Laughter"
1/20	Los Angeles, CA	Fifth Annual APLA S.T.A.G.E. Event, Host
2/3-5	Philadelphia, PA	Good Grief Workshop First Unitarian Church MCC Philadelphia
2/12	Houston, TX	MCC of the Resurrection Ecumenical Service of Hope

In addition, Rev. Pieters has been serving on the Boards of Directors of the AIDS National Interfaith Network, AIDS Project Los Angeles, and the AIDS Interfaith Council of Southern California. He chairs the Spiritual Advisory Committee of the AIDS Project Los Angeles. He also taught 12 classes of the APLA Hotline Training on "The Spiritual Aspects of AIDS."

The Field Director has a small counselling practice, primarily comprised of people with HIV infection and their families. He has performed one wedding and two funerals during 1988. Phone counselling is a regular duty of the job.

Since September 1987, a monthly issue of ALERT has been publisher, providing 1,450 subscribers with news on AIDS Legislation, Education, Research, Treatment, and Religious Response.

On a District Level, Rev. Pieters served in 1988 on the Southwest District Clergy Review Committee, and has been elected to serve in that capacity for a new four-year term.

ANIN Local/Regional Members
January 9 1989

1. AIDS Pastoral Care Network, Chicago
2. Northern Virginia AIDS Network
3. Religious Coalition on AIDS of Northeastern Pennsylvania
4. AIDS Interfaith Network, - Omaha, Nebraska
5. Boston AIDS Interfaith Ministries
6. AIDS Chaplaincy Program - San Diego, CA
7. HIV/AIDS Task Force, Rhode Island Council of Churches
8. Interfaith AIDS Ministry, Inc. - West Newton, MA
9. Episcopal Diocese of Connecticut
10. Lazarus Ministries - Pittsburgh, PA
11. Interfaith Pastoral Care Service, AIDS Resource Center, New York City
12. The AIDS Interfaith Council of Minnesota
13. AIDS Task Force, Episcopal Diocese of Chicago
14. Jewish Family and Children's Services of San Francisco
15. AIDS Education Project, New York Annual Conference, United Methodist Church
16. United Methodist AIDS Project, San Francisco
17. Miami AIDS Interfiath Network
18. AIDS Atlanta
19. Committee on AIDS Ministries, Southern New England Area Conference, United Methodist Church
20. San Francisco Monthly Meeting, Religious Society of Friends
21. The Diocesan Episcopal AIDS Committee, The Diocese of New York
22. AIDS Ministry Ecumenical Network, Garden Grove, CA
23. Greater Rochester AIDS Interfaith Network, Rochester, N. Y.
24. Inter - Faith Ministries, Wichita
25. AIDS Interfaith Network of the East Bay
26. Bishop's Task Force on AIDS, Episcopal Diocese of Washington

ANIN National Members
January 9, 1989

1. United Church Board for Homeland Ministries
2. Office for Church in Society, UCC
3. Council for Health and Human Service Ministries, UCC
4. Presbyterian Church (USA), Social Justice and Peacemaking Unit
5. The Union of American Hebrew Congregations, The AIDS Task Force
6. American Jewish Committee
7. Unitarian Universalist Association
8. United Methodist Church, National Division, Health Ministries
9. Universal Fellowship of Metroplitan Community Churches
10. Church Women United
11. National Catholic AIDS Network
12. Friars of the Atonement
13. Affirmation, United Methodist Church
14. Coalition of Lesbian and Gay Concerns, UCC
15. Integrity, Episcopal Church

UNITED CHURCH OF CHRIST
OFFICE FOR CHURCH IN SOCIETY
110 MARYLAND AVENUE N.E. • WASHINGTON, D.C. 20002 (202) 543-1517

ANNOUNCEMENT

POSITION AVAILABLE

The position of Consultant for Policy Advocacy for AIDS Policy is open in the United Church of Christ, Office for Church in Society, Washington Office. (UCC/OCIS) The Consultant will serve as the Washington Representative for AIDS National Interfaith Network.

The Position: We are seeking candidates for a Consultant position to work on AIDS policy, including AIDS discrimination, funding levels for AIDS research and education, international AIDS issues, etc. The Policy Advocate will be employed by OCIS on a two year contract, and will be deployed to serve as the Washington Representative for the AIDS National Interfaith Network (ANIN). As the Washington Representative of ANIN, the Policy Advocate will represent and advocate the views and concerns of ANIN with members of the United States Congress and their staffs, as well as with officials of Cabinet-level and regulatory agencies. The Policy Advocate will be expected to develop policy analysis of legislative proposals, policy proposals for ANIN and UCC advocacy, and to advocate these proposals through direct contact with policy makers, through preparation of testimony and the devlivery of testimony and through written communication. The Policy Advocate will also participate in efforts of issue education and mobilization of grassroots consitutency when appropriate and will seek to influence public opinion through use of the media.

Desirable Training, Skills and Experience:

* Working knowledge of the Washington political scene, with a specific understanding of the legislative process.

* Personal commitment to AIDS issues.

* Positive relationship with the religious community. Membership in the UCC not required, though active membership in some church or synagogue preferable.

* Ability to analyze, synthesize and compare legislative proposals, and to interpret them within the framework of ANIN policy.

* Ability to discuss ANIN agenda clearly in private sessions and in public forums.

* Ability to prepare written reports, updates, action alerts, and articles.

* Ability to seek out and develop working relationships with other Washington-based organizations.

* Ability to work in team relationship and to work independently.

* Ability to produce results.

- over -

Accountability: The Policy Advocate is accountable to the Director of the OCIS Washington Office, and through the Director to the Executive Director of OCIS. The Policy Advocate is also accountable to the Board and Executive Officer of ANIN for program and policy implementation of ANIN goals. When making formal public statements, the Policy Advocate will speak in the name of ANIN.

The Washington Office of OCIS: The Washington Office currently has ten staff consisting of five executive staff, one consultant, one intern, and three support staff. The Office is governed by the Office for Church in Society, a national instrumentality of the United Church of Christ, a denomination with 1.7 million members. Basic funding for the Office is provided by regular budget allocations of the General Synod of the UCC to OCIS. OCIS also maintains a Headquarters Office in New York where the Executive Director of OCIS, Associates for Church Empowerment, publications staff, and general administration functions for OCIS are located.

AIDS National Interfaith Network: ANIN was formed in early 1988 to help coordinate the work of the religious community on AIDS issues and ministries and to provide leadership on AIDS education and policy advocacy in and by the religious community. ANIN currently has two staff based in New York, and is seeking funding for five New York and one Washington position. ANIN is currently composed of many of the major Protestant denominations and Jewish organizations and of regional ecumenical and interfaith bodies. ANIN has an 18 person Board, with Bishop Leontine Kelly of the United Methodist Church seving as President, the Rev. Donald Eastman of Universal Fellowship of Metropolitan Community Churches serving as Chair, Ms. Benita Gayle-Almeleh of the American Jewish Committee serving as Vice-Chair for Public Policy, and Ms. Mary Ellen Haines of the United Church Board for Homeland Ministries serving as the Executive Officer.

Salary: Range: $16,000 to 18,000 for three days per week. Additional funding is being sought to create a full-time position paying $26,000 to $32,000.

Benefits: Medical insurance, dental, disability, long-term hospitalization, and life insurance, workman's compensation, social security, one month's vacation, paid holidays and sick leave.

Applications: Application deadline is April 21, 1989 and interviews of finalists will be May 8 & 9, 1989. Please send resumes, including biographical data, education, work experience, references with telephone numbers, and a brief statement on why you are interested in this position. Sample writing also appreciated.

Send to: The Rev. Jay Lintner, Director
Office for Church in Society
United Church of Christ
110 Maryland Avenue N.E.
Washington, DC 20002

Affirmative Action: The Office for Church in Society, UCC, operates under affirmative action policies and is actively seeking minority candidates for this position.

P R O P O S A L
F O R

"A CALL TO CONSCIENCE - A MANDATE FOR ACTION"

WHO — Under the sponsorship of AID Atlanta, Inc., ANIN (AIDS National Interfaith Network) and the Carter Presidential Center.

WHAT — A day-long gathering of American religious leaders, to include organizational and denominational leaders, educators, broadly inclusive of women, Blacks, Hispanics, Asians and Native Americans, and representative of urban and rural America.

WHEN — At the earliest available date in 1989 or early 1990, with appropriate lead time available for invitation issuance and program development.

WHERE — The Carter Presidential Center, Atlanta, Georgia

WHY — To discuss and implement a national interfaith response to the AIDS crisis by highlighting effective strategies and programs already in place,and encouraging the development of community-based programs and ministries with the cooperation of existing interfaith structure.

PROGRAM DESCRIPTION:

We envision a day-long meeting of 75-100 religious leaders to discuss the role and responsibility of our collective communities in the face of AIDS. Organized under the theme "A Call to Conscience - A Mandate for Action", our program will have three major foci:

1. An assessment of policies, statements and programs of major faith groups in the areas of spirituality and pastoral care, advocacy, and service provision.

2. An examination of avenues for interfaith cooperation and support.

3. Development and implementation of strategies for a national symbolic moment which would encourage reflection and action on behalf of all those whose lives have been affected by AIDS.

PROGRAM FORMAT:

A Keynote Address or Call to Conscience would be issued by a religiously-affiliated PWA (Person with AIDS) to frame the day's discussion, to include an assessment of the religious communities' responses, offering insight regarding the spiritual and personal journey his/her life has taken living with AIDS.

A series of panel discussions would highlight individual faith community perspectives and responses to AIDS. We would offer working examples of AIDS ministries and service programs which might be replicated in other communities.

Development of a national symbolic moment to call attention to the impact of the AIDS epidemic on all our lives will also be a focus of the day's discussion. We will suggest linking such public expression to an established holiday or commemoration such as Memorial Day or World AIDS Day.

FOLLOW-UP:

ANIN will provide materials and networking opportunities to interested participants. Among the services we expect to be able to offer are a newsletter, training and skills enhancement opportunities, and contact with other religious leaders involved in AIDS-related ministries.

PROPOSAL FOR A WASHINGTON-BASED REPRESENTATIVE FOR ANIN

Why: If we are serious about defining a new presence for the religious community on the AIDS issue, we must have a viable physical presence in Washington. This person must be available to interact with AIDS service organizations, representatives of the religious community through WISC (Washington Interstaff Committee), legislative aides and coordinators in both Houses of Congress, staff members of federal regulatory agencies and Washington-based media representatives.

Who: We need a skilled, experienced individual who is deeply familiar with AIDS public policy issues, the American religious community, and all aspects of the social epidemic of AIDS. This person (male/female, gay/lesbian/straight, HIV+/not, white/person of color) must combine a highly unusual set of skills: factual awareness of the epidemic and its public policy implications; familiarity with the role and responsibility of the religious community; personal experience with and the ability to convey the personal impact of the AIDS Crisis; and the political skills and acumen necessary to work the Hill and regulatory agencies on our behalf. The person should also possess excellent communication skills, both spoken and written, as well as organizational ability and experience.

Where: We seem to have the following real possibilities:

1. Space might be found in the Methodist Building, which houses many denominational offices. This would put our representative in immediate contact with other religious groups, but would also make us part of the tensions and struggle present in the building. Space would be tight, with little or no technical support immediately available.

2. An offer of space has been made by NAN's Paul Kawata to house our office in NAN'S somewhat more spacious, modern and highly technical quarters. We would need to assess what drawbacks such an offer might have.

When: Clearly, as soon as possible. Ideally, we should have someone in place in time for the January 1989 session of the 101st Congress.

How: $$$$$$$$$

submitted by Benita Gayle-Almeleh, Vice-Chair for Public Policy, ANIN

UFMCC PROGRAM REPORT

DATE: March, 1989

Program: World Church Extension

Program Unit:

Reporting Period: November 1988 - March 1989

Submitted by: Rev. Elder Jean A. White (Exec. Sec. for WCE)

Program Activities/Progress during reporting period:

Indonesia: Money for incorporating UFMCC in Indonesia is now in a bank account in Jakarta, and the process of incorporation has begun. A monthly salary for Johanna beins in March ($125 US; monthly).

Nigeria: The Clinic continues to progress at a rapid rate.

New Zealand: Informal discussion on Observer Status for UFMCC in New Zealand, has begun with the N.Z. Council of Churches.

Italy: We have had a great deal of correspondence and telephone communication about beginning a group in Milan, after an article in a magazine called Babylonia was printed.

Singapore: I have spent time talking to the contact person, an American, residing in the City, and two others, a Malaysian and Chinese who are interested in starting an initial monthly group meeting, to discuss UFMCC.

Argentina: Dr. Tom Hanks has resigned his affiliation with Latin American Mission and is working toward affiliation with UFMCC. The Church lost it's meeting space as a result of an article in the local newspaper. They continue in new worship space. Roberto Gonzalez continues to work half days with AIDS patients in local hospital.

Republic of Dominica: 30 people now meet weekly. A young male graduate is desirous of being Student Clergy, and a Scholarship is needed for him to be able to go through the Student Clergy program.

Mexico: Rev. Horacia Flores has resigned from the Mexico City Church and Crispin Matera is the Interim Worship Coordinator. Dr. Hernandez is serving on the Board. Rev. Eastman will be visiting for Easter Sunday.

Additional Program Activities/Progress expected by end of this year:

I expect to visit the Nigerian Clinic before the end of the year at the request of Rev. Maduka and the Nigerian Health Ministry.

Other Comments:

By-law changes for Elders Task Force on W.C.E. have been submitted. I have visited Jakarta, New Zealand, and Singapore, a verbal report has been given on the problems in Auckland.

Attachment I C
(For review by the ICP Division)
5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

UFMCC TRAVEL POLICY

I GENERAL POLICY

A. Travel arrangements made for the Board of Elders, General Council, Programmers and Staff of the UFMCC Office will be paid only for expenses incurred in accordance with this policy.

B. All travel that has been budgeted will require no further approval. Travel that is not budgeted must be approved by the Finance Division of the General Council. In case 'Level A' emergency the Moderator can approve such expenses.

II SPECIFIC POLICY

A. In so-far-as possible, no more than two (2) key personnel (General Council, Board of Elders, Executive Staff and the Director of Administration) may be scheduled on the same airplane.

B. Corporate Credit Card

1. A Corporate credit card will be issued to the Moderator, fulltime Elders at the Fellowship Office and the Director of Administrator.

2. UFMCC will pay the annual fee for the card.

3. Personal items may not be charged on the card. The Corporate Card is to be used for bona fide business expenses only.

4. The card is to be used for all travel expenses, wherever it is accepted, including, but not limited to, travel agencies, airline tickets, car rentals, hotel expenses and meals.

III PER DIEM

The per diem amount for authorized travel will be $20.00 per day plus an additional $20.00 for arrival and departure per calendar date combined. This will be paid at the start of the meeting.

IV LODGING EXPENSES

As far as possible all General Council meetings will be held in Los Angeles, CA. The Fellowship Staff will select the hotel, ensuring that costs are within budgeted amounts. The personnel based in Los Angeles will not stay at the hotel. All others will be housed two (2) to a room. If an

individual wishes to stay alone or bring a spouse s/he will make up the difference to UFMCC at the end of the meetings (by cash, check, Visa or MasterCard).

All other incidental charges (parking, phone calls, meals charged to the hotel, etc.) are to be paid by the individual. Exceptions must be approved by the Moderator (for the Board of Elders) and the Finance Division for all others. (Elders on General Council business are authorized by the Finance Division).

V AIR TRANSPORTATION

A. All flight arrangements for General Council and related meetings will be arranged by the UFMCC Administrative Office through the Fellowship's Travel Agency.

B. Attempts will be made to obtain the most economical, direct route available and only coach or economy class will be used.

C. Special promotional rates are to be utilized whenever possible.

D. Travelers must charge all airline tickets to the Corporate Credit Card.

E. When a change in travel plans results in a refund by a ticket agent, a refund application must be obtained and completed by the traveler. it should be mailed immediately via certified mail, (return-receipt-requested) to the Fellowship's Travel Agency.

F. Changes in travel arrangements that result in additional charges shall be paid for by the party responsible for the changes.

VI GROUND TRANSPORTATION

A. Travelers are expected to use, when practical, the least expensive means of direct ground transportation, including to and from airports.

B. Taxis should not be used when acceptable public transportation is available.

C. Any tip paid as part of ground transportation should be included in the amount of the transportation expense and not listed separately.

D. These expenses will be reimbursed at the meeting.

VII RENTAL CARS

Prior approval must be obtained from the Moderator (for the Board of Elders) and the Finance Division for all others. The renter will accept Insurance coverage.

VIII PROCEDURE

A. For General Council Meetings the Fellowship travel agency will send out a form to each person to obtain information on dates, schedules, etc. The travel agency will book tickets, based on this policy, and send out confirmation to each individual. if the individual's schedule cannot be met or the costs are too high, the agency will inform the individual and the Fellowship Office. All attempts will be made to meet the individual's needs. If necessary, the Finance Division will make the final determination.

B. For budgeted travel, not related to General Council Meetings, individuals who have made their own reservations must submit to the Fellowship Office:

1. detailed hotel receipts,

2. receipts for all items charged to the Corporate Card/personal card,

3. car rental agreement(s) if any,

4. receipts for any expenses of $25.00 or more not included above,

5. the passenger portion of the airline ticket

C. Accounting Department

1. The Accounting Department will audit expenses submitted for:

   a. compliance with the travel agency

   b. reasonableness and necessity

   c. required documentation

2. Expense reports that are incomplete, incorrect, lack supporting documentation, or deviate from this policy, or list expenses deemed unnecessary or unreasonable, will be returned requesting more information. The Finance Division will make any final decision.

ATTACHMENT 11

UFMCC BOARD OF PENSIONS

INCOME AND EXPENSE STATEMENT 1/1/88--12/31/88

INCOME	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Totals
Voting Member Assessments	10,338.70	16,421.30	13,928.10	15,936.80	56,624.90
Clergy Contributions	1,399.00	630.00	138.00	2,748.00	4,915.00
Interest	149.50	194.32	232.14	281.06	857.02
Other (CD Redemptions)	25,617.45	18,787.09	16,312.98	0	60,717.52
TOTAL INCOME	37,504.65	36,032.71	30,611.22	18,965.86	123,114.44
EXPENSES					
Pension Services Corp.	990.25	990.25	990.25	990.25	3,961.00
Attorney	239.50	378.50	195.00	435.50	1,248.50
Administrator	1,300.00	1,300.00	1,300.00	1,300.00	5,200.00
Annual Meeting/Travel	1,600.42	0	0	0	1,600.42
Office Rent	150.00	150.00	150.00	150.00	600.00
Printing	279.52	13.60	6.93	12.18	312.23
Postage	207.23	41.62	47.40	51.39	347.64
Office Supplies	33.90	0	13.79	32.24	79.93
Telephone	48.58	30.61	15.90	19.20	114.29
Check Fee	3.00	0	0	0	3.00
Investment Fee	10.00	0	0	0	10.00
Incorporation Filing Fee	0	327.00	0	0	327.00
Death Benefit	0	1,483.43	0	0	1,483.43
TOTAL ADMINISTRATIVE EXPENSE	4,862.40	4,715.01	2,719.27	2,990.76	15,287.44
INVESTMENTS	24,750.00	20,000.00	30,000.00	25,000.00	99,750.00

INVESTMENT VALUE	
Charter Savings	21,094.68
La Jolla Savings	31,107.89
Guardian Bank	25,000.00
Columbia Savings	11,442.39
Valley Federal	8,748.89
Gill Savings	19,584.88
Atlantic Bank	11,672.43
1,000--1987 Silver Eagle Coins	17,000.00
Total Value	145,651.16

COMPOSITE	
Balance Forward 1/1/88	4,517.88
Total Income	123,114.44
Sub-Total	127,632.32
Total Admin. Exp.	15,287.44
Sub-Total	112,344.88
Investments	99,750.00
End. Bank Bal. 12/31/88	12,594.88
Investment Value	145,651.16

GRAND TOTAL FUND BALANCE 158,246.04

UFMCC BOARD OF PENSIONS '89/'90/'91 ADMINISTRATIVE BUDGETS

	1989	1990	1991
1. Pension Services Corp.	6,000.00	7,000.00	7,000.00
2. Administrator	6,000.00	6,500.00	7,000.00
3. Telephone	400.00	500.00	500.00
4. Attorney	750.00	750.00	750.00
5. Office Rent	900.00	900.00	900.00
6. Postage	500.00	600.00	700.00
7. Office Supplies	300.00	300.00	300.00
8. Printing	600.00	750.00	850.00
9. Annual Meeting Expenses	2,675.00	2,525.00	2,525.00
10. General Conference Expenses	6,000.00	-0-	6,000.00
TOTAL	24,125.00	19,825.00	26,525.00

UFMCC BOARD OF PENSIONS 1986/1987/1988 INCOME AND EXPENSE STATEMENTS

INCOME	1986	1987	1988
Voting Member Assessments	35,209.20	38,670.30	56,624.90
Clergy Contributions	2,515.00	6,162.00	4,915.00
Interest	649.46	751.34	857.02
Other (CD Redemptions)	-0-	-0-	60,717.52
TOTAL INCOME	38,373.66	45,583.64	123,114.44
EXPENSES			
Pension Services Corp.	3,961.00	3,961.00	3,961.00
Attorney	-0-	1,329.50	1,248.50
Administrator	5,200.00	5,200.00	5,200.00
Annual Meeting Expenses	977.75	1,217.97	1,600.42
General Conference Expenses	-0-	457.95	-0-
Office Rent	690.00	600.00	600.00
Printing	620.27	338.01	312.23
Postage	271.88	260.15	347.64
Office Supplies	40.91	30.06	79.93
Office Equipment	106.90	-0-	-0-
Telephone	23.27	134.91	114.29
Bank Service Charge	3.00	10.00	3.00
Safety Deposit Box	-0-	25.00	-0-
Investment Fee	-0-	-0-	10.00
Incorporation Filing Fee	-0-	-0-	327.00
Death Benefit	-0-	-0-	1,483.43
TOTAL ADMINISTRATIVE EXPENSES	11,894.98	13,564.55	15,287.44
INVESTMENTS	25,000.00	43,000.00	99,750.00
COMPOSITE			
Balance Forward	14,020.11	15,498.79	4,517.88
Total Income	38,373.66	45,583.64	123,114.44
Sub Total	52,393.77	61,082.43	127,114.44
Total Administrative Expense	11,894.98	13,564.55	15,287.44
Sub Total	40,498.79	47,517.88	112,344.88
Investments	25,000.00	43,000.00	99,750.00
Ending Bank Balance	15,498.79	4,517.88	12,594.88
Current Investment Value	55,853.06	106,273.11	145,651.16
GRAND TOTAL FUND BALANCE	71,351.85	110,790.99	158,246.04

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
5300 Santa Monica Blvd., Suite #304
Los Angeles, California 90029

BALANCE SHEET
31 DECEMBER 1988
(January 1, 1988 - December 31, 1988)

CURRENT ASSETS

UFMCC - CASH		
General (00)	$ (2,296.70)	
Media (22)	666.99	
Cash in Bank/Building (00)	1,811.29	
Cash in Bank/Designated (00)	126.91	
Cash in Bank/Cert. of Deposit (00)	20,000.00	
TOTAL UFMCC CASH		$ 20,308.49
UFMCC PROGRAMS - CASH ACCOUNTS		
Samaritan Education Ministries/College (07)	7,062.48	
Samaritan Extended Studies (08)	1,214.30	
Excel International (09)	1,208.45	
Clergy Credentials & Concerns Committee (12)	100.00	
TOTAL UFMCC PROGRAMS CASH ACCOUNTS		9,585.23
OUTSIDE USA - CASH ACCOUNTS		
WCE - Hispanic Americas (041)	1,597.98	
WCE - ICM New York (210)	2,593.79	
WCE - London Account (042)	2,329.36	
WCE - New Zealand (043)	77.49	
Eastern Canada District (24)	15,211.51	
Western Canada District (25)	13,327.20	
European North Sea District (27)	794.61	
Australian District (26)	568.49	
TOTAL OUTSIDE USA CASH ACCOUNTS		36,500.43
TOTAL CASH		$ 66,394.15
ACCOUNTS RECEIVABLE		
Accounts Receivable/Other (00)	5,650.00	
A/R Inter-Company (00)	6.30	
A/R Inter-Company/WCE (04)	10,474.85	
A/R Inter-Company/Aids (051)	210.54	
A/R Inter-Company/FFO (100)	126.07	
A/R Inter-Company/POC (180)	2,233.08	
A/R Inter-Company/Discretionary (221)	3,123.00	
TOTAL RECEIVABLES		21,823.84
TOTAL CURRENT ASSETS		$ 88,217.99
OTHER ASSETS		
Land/Building/Equipment	3,878.07	
(Less: Accum. Depreciation)		
Deferred Assets	4,871.00	
TOTAL OTHER ASSETS		8,749.07
TOTAL ASSETS		$ 96,967.06

BALANCE SHEET - Continued
31 DECEMBER 1988

LIABILITIES AND FUND BALANCE

CURRENT LIABILITIES		
Inter-Company Payables (00)	$ 21,917.54	
Inter-Company Samaritan College (07)	6,961.95	
Inter-Company Benevolence Fund (130)	6.30	
Notes Payable/Bank (00)	14,000.00	
Notes Payable/Other Churches (00)	6,413.05	
TOTAL SHORT TERM PAYABLES		$ 49,298.84
TOTAL LIABILITIES		$ 49,298.84
FUND BALANCES		
Fund Balance/Unrestricted (00)	47,668.22	
TOTAL FUND BALANCE/UNRESTRICTED		47,668.22
TOTAL LIABILITY/FUND BALANCE		$ 96,967.06

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
5300 Santa Monica Blvd., Suite 304
Los Angeles, California 90029

YEAR TO DATE INCOME & EXPENSE STATEMENT
FOR MONTH ENDING 31 DECEMBER 1988
(January 1, 1988 - December 31, 1988)

INCOME		ACTUAL 12 Months	BUDGET 12 Months	OVER OR BELOW %
UFMCC INCOME				
Undesignated Income (00)		$ 24,031.94	$ 5,000.00	380.64%
Tithes (00)		639,075.39	645,458.04	(0.99%)
Miscellaneous Income (00)		6,085.01	0.00	0.00%
Clergy Advance (150)		10,895.65	8,000.00	36.20%
Fellowship Sunday (160)		63,171.88	22,500.00	180.76%
Revenue/Church Services (03)		23,735.16	28,500.00	(16.72%)
World Church Extension (04)				
General	$ 38,090.48		40,500.00	(5.95%)
Designated	2,002.73			
	40,093.21	40,093.21		
Revenue/Publications (20)		64.49	0.00	0.00%
General Conference (232)		1,224.00	0.00	0.00%
Other Income		23,889.21	0.00	0.00%
Moderators Fund (221)		8,429.75	0.00	0.00%
Building Fund (020)		103.43	0.00	0.00%
TOTAL UFMCC INCOME		$840,799.12	$749,958.04	
INCOME UFMCC PROGRAMS				
Rev/Samaritan (07 & 081)		117,864.64	95,368.00	23.60%
Rev/Dept of Min. Resources (080)		16,748.28	24,660.00	(32.08%)
Rev/EXCEL International (09)		7,558.71	0.00	0.00%
Rev/CCCC (12)		6,461.00	12,000.00	(46.16%)
Designated Inc/Aids Program (05)		4,764.59	10,000.00	(52.35%)
TWM/Aids Program (051)		1,416.11	0.00	0.00%
Designated Inc/TWM (18)		7,639.93	4,700.00	62.55%
Designated Inc/FFO (10)		1,061.00	21,200.00	(95.00%)
Designated Inc/COL (11)		2,157.82	1,000.00	115.78%
Designated Inc/Benevolence (13)		5,591.22	0.00	0.00%
Designated Inc/EWM (17)		240.00	0.00	0.00%
TOTAL UFMCC PROGRAMS INCOME		$171,503.30	$168,928.00	
INCOME OUTSIDE USA				
World Church Extension Areas:				
Hispanic Americas (041)				
Tithes	$ 776.15			
Des/Income	101.77			
Other Contrib	2,109.46			
Subtotal	$ 2,987.38	$ 2,987.38		
Eastern Canadian (24)				
Tithes	$ 18,650.29			
Other Contrib	499.42			
	$ 19,149.71	19,149.71		
Western Canadian (25)				
Tithes	$ 10,940.77			
Other Contrib	408.02			
	$ 11,348.79	11,348.79		

INCOME OUTSIDE USA (cont'd)

European North Sea (27)		
Tithes	$ 9,253.30	
Other Contrib	9,340.71	
	$ 18,594.01	$ 18,594.01
Australia (26)		9,932.88
New Zealand (043)		464.18
TOTAL INCOME OUTSIDE USA		$ 62,476.95
TOTAL INCOME		$1074,779.37

INCOME & EXPENSE STATEMENT - Continued
For Month Ending 31 December 1988

EXPENSES		ACTUAL 12 Months	BUDGET 12 Months	OVER OR BELOW %
Administrative (00)		$ 217,732.31	$ 234,000.00	6.42%
Accounting & Legal (01)		8,597.27	11,000.00	21.84%
Clergy Advance (150)		7,059.94	6,950.00	(1.58%)
BOE/General Council (020)		273,535.54	275,825.00	(0.63%)
Fellowship Sunday (160)		71,631.24	0.00	
Church Services (03)		20,565.50	26,000.00	20.90%
World Church Extension (04)				
Allotment	$ 43,104.77			
Exchange	10,253.22			
Nigeria	1,501.10			
Indonesia	1.10			
WCE London	(226.21)			
Other-WCE Exp	12,758.60			
SUBTOTAL	$ 67,392.58	67,392.58	60,600.00	
Hispanic American Ext. Area (041)				
Allotment	$ 2,499.96		2,500.00	
Expenses	2,662.00			
SUBTOTAL	$ 5,161.96	5,161.96		
New Zealand (043)		1,020.20	0.00	
Aids Program (05, 057 & 058)		27,028.64	10,000.00	(170.29)
Aids Program - TWM (051)		2,211.47	0.00	
Samaritan College (070)				
UFMCC Alltmt	$ 48,233.95		47,272.00	2.03%
Sam Expenses	111,499.45			
SUBTOTAL	$159,733.40	159,733.40	142,640.00	(11.98%)
Office of Ministry Resources (080)				
UFMCC Alltmt	$ 11,355.00		11,355.00	
SES Expenses	21,368.96			
SUBTOTAL	$ 32,723.96	32,723.96	36,015.00	(9.14%)
EXCEL International (09)				
UFMCC Alltmt	$ 6,250.00		6,000.00	
Expenses	6,287.76			
SUBTOTAL	$ 12,537.76	12,537.76		
Faith, Fellowship & Order (10)		5,536.87	26,100.00	78.66%
Commission on Laity (11)		5,048.09	2,500.00	(101.92)
Clergy Cred. & Concerns Comm. (12)		36,232.74	36,800.00	1.54%
Benevolence Fund (13)		5,678.66	0.00	0.00%
Development Office (14)		1,662.47	10,000.00	83.38%
Ecumenical Witness (17)		13,236.65	14,206.04	6.82%
People of Color in UFMCC (180)		9,131.37	8,800.00	20.68%
Fellowship Finance Committee (19)		1,193.19	2,500.00	52.27%
Publications (20)		297.51	0.00	0.00%
Moderators Fund (221)		9,168.49	0.00	0.00%
General Conference (231)		12,260.46	0.00	0.00%
Eastern Canada District (24)		30,240.65	0.00	0.00%
Western Canada District (25)		5,584.53	0.00	0.00%
Australian District (26)		12,039.06	12,000.00	(0.33%)
European North Sea District (27)		18,244.83	0.00	0.00%
TOTAL OPERATING EXPENSES		$1072,487.34		
TOTAL NET GAIN/LOSS		$ 2,292.03		

NOTES TO 1988 FINANCIAL REPORT

(1) All monies are reported in U.S. dollars.

(2) The year end report for Board of Pensions is presented seperately (as per action of the General Council).

(3) This report was prepared at the Fellowship headquarters under the supervision of a CPA firm.

(4) The budgeted amount for 1988 tithes was $632,802.00. This was increased by 2% to $645,458.04 to reflect an increase in the Ecumenical Witness & Ministry budget by $11,056.04 and the People of Color budget by $1,600.00. The actual tithe amount was 0.99% lower than the modified budget amount.

(5) We received $24,031.94 in undesignated gifts, largely through bequests.

(6) The Miscellaneous income, ($6,085.01) is the amount we received in the lawsuit settlement with the Sacramento Convention Center ($6,000.00) and $85.01 as a commission from UFMCC's official travel agency.

(7) Other income, $23,889.21, included $20,347.08 from Eastern Canada District, and $1,596.80 from Australia District. These were from the 10% UFMCC account maintained in those districts. According to Revenue Canada, such money can be transferred provided that the payment represents a fair market value for the services or considerations they receive from the U.S. entity. We have to be able to substantiate that the Canadian Churches are receiving consideration (i.e., publications, etc) in return for the payment or transfer of funds.

Also included in other income are $1,514.39 in interest and $430.94 in tithes from EXCEL International.

(8) Clergy Advance income over expenses was $3,835.71.

(9) Fellowship Sunday, including the 20th Anniversary Dinner, realized an income of $63,171.88, and incurred expenses of $71,631.24 (Some money has been coming in, in 1989.

(10) Designated gifts for World Church Extension were $2,002.73, undesignated gifts for WCE were $40,093.21. In order to compensate for fluctuations in the exchange rate the General Council voted to normalize the rate to an exchange rate of 1 to 1.4 U.S. dollars. This allowed Elder Jean White to more effectively budget and plan WCE activities. This resulted in an additional expense of $10,253.22 in 1988. WCE has $10,474.85 of 1988 funds available for 1989.

(11) Expenses for Board of Elders/General Council were 0.63% below budget.

(12) Expenses for Administration were 6.42% below budget.

(13) Aids Program: As per General Conference 1987 action, 25% of all undesignated income for the aids program was designated to the Third World Ministries aids program. This represented $1,416.11 in 1988.

(14) Samaritan College: The income for Samaritan College was 23.6% higher than budget and expenses were 11.98% higher than budget. The figures included income and expenses from the certification office of $9,242.80 and $6,316.78 respectively. In addition, Samaritan College borrowed $6,000 from individuals in 1988.

(15) Office of Ministry Resources had 2 distinct components, O.M.R. and Correspondence Courses. O.M.R. realized an income of $3,987.39 and expenses of $15,033.01 (loss: $11,045.62). Correspondence Courses were conducted by this department for Samaritan College. The income was $12,760.89 and expenses were $17,690.95 for a loss of $4,930.06. Samaritan College subsidized the Correspondence Courses by giving $5,025.00 of their allotment. The Fellowship allotment of $11,355.00 in addition to Samaritan College subsidy formed the salary for the staff person. This salary was divided equally between O.M.R. and Correspondence Courses.

(16) The income and expense figures for People of Color include the amounts for the P.O.C. Conference in Grailville.

(17) The income and expense figures for Faith, Fellowship & Order are lower than the budgeted figures. The budgeted amounts include amounts received from Districts for F.F.O. representatives expenses. These were not reported to Fellowship Headquarters.

(18) Commission on Laity had $1,914.42 unspent in budgeted funds available from 1987. The General Council agreed to allow COL to carry this forward to 1988.

(19) C.C.C.C. had $4,857.55 in unspent budgeted funds available from 1987. The General Council allowed CCCC to carry this forward to 1988.

(20) Moderators Fund: This was donor restricted contributions to be dispersed for expenditures at the discretion of the moderator.

(21) General Conference Expenses: of the total expenses $12,260.46, $6,450.50 was to pay off the 1987 Conference and $5,827.96 was for the upcoming 1989 Conference.

(22) At the end of 1988: UFMCC owed the Bank of Los Angeles $14,000.00 and South Central District $6,413.05.

INTERNATIONAL CONCERNS, RESEARCH AND DEVELOPMENT

The Division met for 2 days on March 3 and 4, and extensively discussed a number of items pertaining to the following:

- Final preparation for Sunday General Council program on long range planning (note General Council motion VII-B-5).

- Discussion of international issues related to a UFMCC mission statement (note General Council motion VII-B-4).

- Consideration of Task Force on national churches (note General Council motion VII-B-2).

- International issues regarding:

  a. Educational institutions
  b. Language/translation
  c. Representation on Fellowship committees, commissions, task forces.

- Joint meeting with Program and Budget Division to dialogue with programmers on international issues related to UFMCC Programs.

- By-Law proposal from Corporate and Legal Division.

- Proposal regarding membership in International Lesbian and Gay Association (ILGA).

- Policy statement regarding disability and/or life threatening illness.

- Designating a "communications/contact" person for the division.

- White people healing racism resolution.

- International implications in credentialing and transfer processes.

- Interim plans for Divisions, between General Councils.

Motions raised from the above discussion, are presented separately.

POLICY ON DISABILITIES AND/OR LIFE THREATENING ILLNESSES

The AIDS epidemic brings to our awareness the reality of disabilities and/or life threatening illnesses and their impact on all people. We believe that all people with disabilities and/or life-threatening illnesses are to be treated with respect and compassion.

The Universal Fellowship of Metropolitan Community Churches expresses its commitment to people with disabilities and/or life threatening illnesses through the following policy for employees of the UFMCC. For the purposes of this policy the UFMCC shall include Fellowship, District and local levels.

(1) Employees who are affected by any disability and/or life threatening illness will be treated with compassion and understanding in their personal crisis. Reasonable efforts will be made to accomodate seriously ill employees by providing flexible work areas, hours and assignments whenever possible or appropriate.

(2) Employees with any disability and/or life threatening illness have the right to continue working so long as they are able to continue to perform their job satisfactorily and so long as the best available medical evidence indicates that their continual employment does not present a health or safety threat to themselves or others.

(3) In the case of an employee with a disability and/or life threatening illness, confidentiality of employee medical records will be maintained in accordance with existing legal, medical, ethical and management practices.

(4) In regard to the life threatening disease of AIDS and it's related conditions, a person carrying the HIV virus is not a threat to co-workers since HIV infection and disease is not spread by common everyday contact. For this reason the HIV status of an employee is not relevant information in regard to the health and safety of his/her co-workers. Therefore, the HIV antibody or HIV virus test will not be used as a prerequisite for employment or a condition for continued employment. Knowledge or presumed knowledge of HIV antibody and/or HIV virus status will not be used to discriminate against an employee for any reason.

(5) The UFMCC and its employees will be sensitive to the needs of critically ill or disabled colleagues, and to recognize that continual employment for an employee with a disability and/or life threatening illness is often life sustaining and can be both physically and mentally beneficial.

(6) The Universal Fellowship of Metropolitan Community Churches will develop, as necessary, educational programs and community service referrals for employees with disabilities and/or life threatening illness.

(7) The UFMCC shall be responsible for assuring, wherever possible and applicable, that all of its employees have adequate medical/health insurance and disability insurance.

CONCLUSION: This policy reflects the UFMCC's commitment to act as a prophetic ministry of peace and social justice, promoting the nurturance and growth of our members and our active involvement in the society around us.

INTERNATIONAL CONCERNS, RESEARCH AND DEVELOPMENT

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- Interim plans for Division, between General Council Meetings.

Motions raised from the above discussion, are presented separately.

ADVISORY LETTERS

NUMBER 001 - May Churches "Elect" Deacons? (1985 By-Laws, Art. IV,A.2)

The question of whether a congregation may participate (in this case by election) in the appointment of a deacon is answered in Article IV,A.2.C of the UFMCC By-Laws, 1985.

UFMCC By-Laws gives authority for appointment of deacons exclusively to pastors and worship coordinators. No other entity may in any way infringe upon that appointment authority, with the sole exceptions that entities designated by UFMCC By-Laws - namely, Boards of Directors and the District Coordinators - may in effect, using their approval authority as granted by UFMCC By-Laws, veto appointments by declining to approve them. -- W. White, 1988

NUMBER 002 - Consecration of Deacons (1985 By-Laws)

We believe you are right in discovering the problem in the Fellowship By-Laws that does not seem to offer Deacon consecration in other than a Commissioned or Chartered Church. However, we are sure that any provision for deacons in other than Commissioned or Chartered Churches should include more, not less supervision from the District.

Our sense of this is that this is one of those areas that should probably be left up to District option and that, therefore, your own District's Standard Operating Procedures need to give a procedure for Deacon's outside of Commissioned and Chartered Churches if you intend to have them. -- N. Wilson, 1986

NUMBER 003 - Deacon and Student Clergy Appointment (1985 By-Laws)

The current UFMCC By-Laws appear to give direct authority for Student Clergy and Deacons only in Commissioned and Chartered Churches. The By-Laws also indicate that within UFMCC, all church bodies are "churches" (Article VI.A.1).

Hence it is our sense that the UFMCC By-Laws are silent on Student Clergy and Deacons in New and Special Works, and if New and Special Works are to have Student Clergy and/or Deacons, the provision and process for consecration of these staff positions must be defined in the District's By-Laws and/or Standard Operating Procedures.

However, under no circumstances does the District leadership itself have the authority of appointing Student Clergy and Deacons in New and Special Works. The appointment is the perogative of the Pastor/Pastoral Leader (whether Clergy or Laity) of the New or Special Work, while the District Coordinator retains approval authority.

If you wish to explore creating that process within your District, various Districts already have procedures in their Standard Operating Procedures for Student Clergy and Deacons in New and Special Works which might be of assistance to you in defining the process. -- C.T. Friesen, 1988

NUMBER 004 - What is Permissable at Special Congregational Meetings? (1985 By-Laws)

The Division has been asked to rule on the following questions:

(1) What is the meaning and intent of Article V,B.2,(b) 2, lines 4-5, i.e., what votes are permissable under this Article?

(2) Are "Friends of the Church" allowed voice during proceedings held under Article V?

(3) What percentage of members are required for the pastor to remain in office?

(4) How are abstentions to be counted?

(5) Are proxy votes permissible?

(6) May letters be read during proceedings held under Article V?

The Division appreciates the complexities and wide implications of these questions, recognizing the need for -- and continuing to practice -- treading cautiously on deciding questions of By-Law intent.

(1) Those steeped in western parliamentary practices and procedures and democratic rule may be inclined to contend that the "legislative" or "orginal" intent of lines 4-5 in the above Article would allow for a distinction between procedural (incidental) motions and motions of "substance," thus concluding that the provision does not prohibit "procedural" or "incidental" issues/motions being decided by the majority. We find this view to be correct.

Viewing the meeting called in accordance with V,B.2, (b), 2, as a special congregational meeting in accordance with IX, C, 2nd paragraph, the issue becomes clear. We determine that a special congregational meeting called by petition to determine to decide the pastor's remaining in office is merely another special congregational meeting with the "nature and purpose of the special meeting" (page 25, line 31) already defined by the UFMCC By-Laws, i.e., "Shall the pastor remain in office?"

Therefore, the guidelines governing procedural issues for this meeting would be the same as for any other special congregational meeting. As with all special congregational meetings any attempts to introduce additional issues of substance would be a violation of UFMCC By-Laws and should be declared out of order by the Chair.

(2) UFMCC By-Laws Article VII,B, lines 15-25 are clear on the prerogatives granted to friends of the church, and clearly spells out the permissible limitations which may be placed upon friends. There is, however, for these proceedings, a question of who is and who is not a "friend of the church."

NUMBER 004 (cont'd)

UFMCC Article VI states, "Such people shall be "designated" as friends of the church." Therefore, if it has been the practice of the church to formally "designate" friends, then all who are so formally designated must be afforded the same privileges during these proceedings as they have in the past. If the practice of the church has been to informally consider all non-member participants in the life of the church to be "friends", then that practice must be continued during this proceeding and such persons are afforded the same privileges afforded them in the past.

(3) Unless otherwise required by local or District By-Laws (SOP's), 51% plus 1 of those voting must vote in the affirmative to the specific question, "Shall the pastor remain in office?", for the pastor to be retained.

(4) Abstentions - The Division rules that only those members present and voting "yes" or "no" may affect the outcome of the vote.

(5) Proxy votes - Article IX, A, lines 24-27 prohibits proxy and absentee voting unless specifically provided for in other sections of the By-Laws, and Article V does not make a specific provision for such voting in this proceeding; therefore, the Division rules that they are not permissible.

(6) Letters from persons not attending the meeting - The Division finds that such letters are a form of proxy and, as UFMCC By-Laws stand in general opposition to proxies (Article IX, A, lines 24-27), the Division rules that such letters are not permissible. This does not apply, however, to the pastor's advocate. -- W. White, 1988

NUMBER 005 - Votes of Confidence/Pastoral Removal

Only a pastor can request a vote of confidence and that vote is non-binding. -- N. Wilson, 1986

NUMBER 006 - Churches accountability to Districts (1985 By-Laws, Art 5b,2; 5c2b)

Commissioned Churches in UFMCC are accountable to their District through the District Coordinator and the District Committee. The District Coordinator has the responsibility and authority to approve or not approve pastoral choice of a Commissioned Church. (Article 5b 2) Furthermore, the District Committee is authorized to oversee this status of Commissioned and Chartered Churches, (Article 5c 2b).

The Corporate & Legal Division of the General Council is responsible for the interpretation of Fellowship By-Laws. As a member of the General Council, however, the District Coordinator is bound by their position to enforce the By-laws when they are clear. The decision of a District Coordinator concerning By-laws may be appealed to the Corporate & Legal Division of the General Council. -- N. Wilson, 1986

NUMBER 007 - District Committee power to establish/appoint Committees/Task Forces (1985 By-Laws, V,C)

Article V, Section C, 2.b of the UFMCC By-laws in outlining the responsibilities of the District Committee says the District Committee shall "...establish and make appointments to district committees and task forces."

Thus, it seems to be against UFMCC By-laws for the Third World Task Forces in the various districts to elect their own Chairs/District Reps., and also it seems against the prerogatives of the various districts for the Department of Third World Ministries to set the terms of office for the task force Chairs/Reps. -- W. White, 1986

NUMBER 008 - General Council Authority to approve District By-Laws/SOP's (1985 By-Laws, Art. V.D1)

The issue being raised by the Great Lakes District is one of accountability. To whom is the District accountable? The implications of the Great Lakes assertion is that each individual UFMCC entity sets its own standards with no administrative oversight on the Fellowship level; therefore, the Districts and local churches would be accountable only to themselves. This is not the way the UFMCC operates.

UFMCC history and precedent undergird the Council's stand on this approval question in that General Conference has let stand specific congregational approval requirements set for congregations by the Board of Elders and former Boards of Home Missions when not in conflict with, or prohibited by, Fellowship By-laws. But of greater importance are the points below:

Clearly, the General Conference expects District and Congregational SOPS/By-Laws to comply with Fellowship By-Laws (Article V,C.1, Lines 19-21) and it is equally clear that General Conference never intended to itself provide day-to-day administrative oversight and review of local and District matters, thus the wisdom of the following Fellowship By-Laws provision: "The General Council of the UFMCC is that body authorized by the General Conference to carry on the administrative affairs of the UFMCC between General Conference in an orderly manner. (Article V,D.3) and, "Between General Conference...General Council... provides administrative leadership..." (Article V,D.1, lines 18-21).

The Great Lakes' circumvention of the administrative authority of the Council would leave the General Conference with neither procedure nor mechanism for governing how it operates on the local and District levels since General Conference provides for no direct review or administrative oversight and approval at General Conference for local and District matters, except through its General Council. General Conference intends all administrative matters to be addressed by its General Council, reserving to itself only a final review/judgement of Council actions as they come to the floor of General Conference through Council reports or challenges of Council actions by members of the General Conference.

NUMBER 008 (cont'd)

By authority of Fellowship By-laws, Districts are created by the General Council (Article V, Section C, Subsection 1, lines 10-11) and therefore exist at the pleasure of the Council. In conjunction with the authority to create District is the implicit authority to stipulate conditions relative to their creation and existence, the only restrictive provisions being those stated by the General Conference, the Council's sole authority. In granting authority to the General Council to create Districts, the Conference in that same Article (lines 11-12) asserts that Districts are "accountable to the General Conference." But the Conference has turned to its General Council to administer this accountability: "The General Council of the UFMCC is that body authorized by the General Conference to carry on the administrative affairs of the UFMCC between General Conferences..." (Article V, D, 3, lines 11-13) and "Between General Conferences...the General Council...authorized to provide administrative leadership..." (Article V,D, lines 18-20).

Therefore, the Council reaffirms for all Districts and local congregations that the Council will review for approval all District By-Laws/SOP's and directs District Committees to execute on behalf of the Council and General Conference approval review of local By-laws/SOP's. -- W. White, 1986

NUMBER 009 - District approval of Board of Directors (1985, VI,B)

It is indeed our understanding that the new By-Laws are silent on the issue for Approval of election of members of the Board of Directors of Commissioned Churches. It is also our understanding that the District Coordinator and the District Committee do not need to approve the election of Board of Directors or local Administrative bodies of a Commission Church. We did not talk about whether that was a wise change in Fellowship policy, in fact the other members of the Corporate & Legal Division were unaware that the old Fellowship By-Laws gave the District Coordinator and Board of Home Missions approval rights over the election of members and Board of Directors of a Mission. -- N. Wilson, 1986

NUMBER 010 - Reinstatement of Disciplined Member (1985, VII,A)

It is the local church, through your SOP's or through the Board that determines the specifics of processes for reinstatement that are not specified by UFMCC By-laws. The congregation can challenge the Board's decision. For a person to be reinstated by the Board its does take action on the members part. However, if the Board is recinding it's own action, that can be initiated by the Board. -- N. Wilson, 1986

NUMBER 011 - Approval of Worship Services (1985, VIII,A)

The Pastor determines all worship services with the approval of the Board. This does imply the capacity to disapprove services other than "regular" ones. -- N. Wilson, 1986

NUMBER 012 - District Responsibility for Unincorporated Churches (1985, V,A)

If a church is not incorporated, the District may be responsible for the church's actions; therefore, it is important for the District to have copies of all mortgages, leases and contracts of non-incorporated churches or special works within the District. -- N. Wilson, 1989

NUMBER 013 - Definition of Building Fund

The "Building Fund" is a fund (perferably in a separate bank account from other church monies) designated for the current or future construction or purchase of a church facility, which may or may not include meeting space, office space(s), kitchen facilities, and classroom space in addition to the primary structure provided for worship. The "Building Fund", therefore, is directed to include capital expenditure, and could include the purchase of furniture and equipment for the space constructed or purchased, as well as any renovation costs. Operational costs such as mortgage payments, rent payments, heat and light payments, etc. cannot be included under the definition of "Building Fund".

Being administered separately from other church finances, the "Building Fund" monies, including interest, are directed toward the purposes outlined above, and may not be transferred into other church accounts unless the assessments stated in the UFMCC By-Laws are remitted to the appropriate bodies from such funds being transferred. -- Ron Bergeron, 1987

NUMBER 014 - Is Church Rent Titheable Income? (1985, X,B)

The issue to be decided is whether "building use donations" constitute a building fund, as determined by the General Council per the above Article.

While the creativity shown by Diablo Valley MCC is commendable, it goes beyond what the Division (on behalf of General Council) determines a building fund to be. The Article above gives the Council no basis for going beyond the generally accepted understanding of "building fund," namely, the acquisition of money by gifts or fundraising activities for the purposes of constructing or buying a building, its land and furnishings, etc.

The Diablo Valley situation allows the church greater flexibility in access to facilities, but, as UFMCC By-laws now read, is in reality a titheable-income-producing business arrangement. -- W. White, 1987

NUMBER 015 - Tithing Obligations As Affected by Ministry Structure (1985, X,B)

The basic issue before us seems to be that of deciding whether NOVA is or is not a part of MCC. (Good Samaritan Parish)

If we "want it to be clear in our community that NOVA, and its funds, are separate and apart from MCC and its funds," then NOVA should be organized and operated separate and apart from MCC. If it operates under any aspect of the organization or administration of GSP, it seems to us to be part of GSP and therefore its income would be under the provisions of Fellowship By-Laws (Article X, B, 1985).

NUMBER 015 - (Continued)

However, if by "Separate and apart from MCC and its funds" we mean only that donors would understand that this money would not be used for other MCC purposes except to "meet the immediate needs of persons in distress" (By-laws quote), then it seems to be a matter of how we communicate with our community of donors.

On the surface, it would seem that operating under GSP would exempt NOVA and GSP from Fellowship and District tithes and assessment because its funds seem "to meet immediate needs of persons in distress (Article X,B, lines 7-8). And indeed, this would be the case if NOVA were careful to assure that its funds were for that purpose alone and not encumbered by organizational and administrative cost. In short, NOVA's funds would be the equivalent of a deacon's fund and therefore exempt.

In short, the By-Laws Section applicable to the situation and upon which this response is based does not seem to be designed (drafted) to address or allow separate organizational entities, but rather more narrowly addresses deacon type ministries operated within the context of the extant administrative structure of the local church.

Finally, your tentative proposal that the coordinator be the GSP pastor, but not subject to binding oversight of GSP through its Board of Directors seems unwise but not a violation of UFMCC By-Laws if in fact NOVA is a corporate entity legally separate from MCC. Since it does not violate the By-Laws, we do not wish to elaborate upon this except to say that it does warrant your serious consideration. -- W. White, 1987

NUMBER 016 - Tithing Obligations as Affected by Ministry Structure (1985, X,B)

This issue is decided upon three questions based upon Article X,B: (1) Are the monies in question church receipts? (2) Are these funds given to meet the immediate needs of persons in distress? (3) What constitutes "immediate needs"?

The first question is clearly answered by the following quote from Diablo Valley: "The Center is a council within our local church structure."

Since the Center is a part of the Church, the Board of Directors/local church administrative body is obligated to report these receipts each month to the UFMCC and the District.

The second question is slightly more complicated and revolves around the issue of distringuishing between funds to meet the immediate needs of persons in distress and costs related to administrative structures even though they relate to and facilitate meeting the immediate needs of persons in distress.

The applicable By-Laws Section is predicated upon ministries operating within the existing administrative structures of the local church, with no funds given for meeting the immediate needs of persons in distress being directed to any aspect of administration, a burden assumed to be borne by the local church through its titheable income.

NUMBER 016 - (Continued)

The issue may be resolved somewhat by Diablo Valley's Board of Directors and the Center's administrative developing a budgeting process which clearly delineates between allocations for administration and those funds which go directly to meeting the immediate needs of persons in distress.

The third and final question is that of deciding what constitutes "immediate needs" of persons in distress. These are defined as emergency food, clothing, shelter and direct services. Direct services are those services without which the recipient would be placed in immediate and imminent personal danger. -- W. White, 1988

NUMBER 017 - Tithes on Monies Borrowed from Building Fund

The Corporate and Legal Division of the UFMCC General Council had the opportunity to review your question regarding tithing on a loan from the Building Fund.

It is our sense that all monies that are loaned and RE-PAID are not subject to tithes, provided that the original monies were tithed on as appropriate.

Should any of the loan of Building Fund monies be converted to a transfer to General Fund at a later date, those particular monies would then be subject to tithing. -- C.T. Friesen, 1988

NUMBER 018 - Pastoral removal by District Coordinator/District Committee (Article V.B.2)

May a Pastor be removed from office by his or her District Conference, District Committee or District Coordinator? Does it matter if the church is Chartered, Commissioned, or non-Commissioned?

The District Coordinator and the District Committee are charged with facilitating the growth and development of local MCC's in their District; re: UFMCC By-Laws Articles V.C.2.b. and V.C.3.a.

The procedures for the developments of New Works and Special Works are left to the jurisdiction of the District. re: UFMCC By-Laws Article VI.A.2. and 3. Thus, the appointment of a Pastor/pastoral leadership in New and Special Works is defined by the District and should include pastoral appointment by the District Coordinator and/or District Committee.

The principle followed in UFMCC By-Laws authorizes appointing authorities to remove that appointment, subject to the approval of approving authorities. Hence, in New Works and Special Works, the District Coordinator and/or the District Committee may remove any Pastor/pastoral leader as they determine. Further, any approving authority required by District Standards for Pastor/pastoral leader in New and Special Works may, be their formal withdrawal of that approval, invalidate a pastoral appointment.

NUMBER 018 - (Continued)

The election of a Pastor in a Commissioned Church must be approved by the District Coordinator and the District Committee for that election to have validity (Article V.B.2.). Should the District Coordinator and/or the District Committee not approve the pastoral election, the congregational election would be null and void. Similarly, by a formal withdrawal of their approval, the District Coordinator and/or the District Committee may invalidate a pastorate, thus effectively removing from office that particular pastor.

Neither the District Coordinator nor the District Committee has any authority to remove from office any Pastor of a Chartered Church of the UFMCC, if that Pastor is a UFMCC Credentialed Clergyperson. -- C.T. Friesen, 1989

NUMBER 019 - What tithes must be paid to be seated at Conferences?
(Articles X.B. and V.B.5)

This response answers the question "which tithes must be current to be eligible to seat delegates at Conferences?"

Since the UFMCC By-Laws do require the timely payment of both District and UFMCC tithes, non-payment of both or either the 10% tithe and/or the 5% tithe in a timely manner constitutes a violation of UFMCC By-Laws. Since both General Conference and District Conference have legislative authority, a church in violation of UFMCC By-Laws by virtue of their non-payment of either the 10% or the 5% District tithe may be denied the right to seat their delegate(s) as a voting member(s) of either the District Conference and/or the General Conference. -- C.T. Friesen, 1989

NUMBER 020 - Must Treasurer be a member of the Board of Directors (V.B.3 & X.)

Must the local church Treasurer be a member of the local church Board of Directors?

The UFMCC By-Laws do not address the position of treasurer. Hence, the local church Board of Directors/Administrative Body may select anyone they wish for appointment as the Church Treasurer, whether or not that person is a member of the local Board of Directors/Local Church Administrative Body. -- C.T. Friesen, 1989

NUMBER 021 - What is non-titheable income? (Art. X.B.)

Additional directives that give further definition on the issue of titheable and non-titheable income have been issued by the Corporate and Legal Division.

NUMBER 021 - (Continued)

The expanded directive on the building fund was adopted in March 1987:

"The 'Building Fund' is a fund (preferably in a separate bank account from other church monies) designated for the current or future construction or purchase of a church facility, which may or may not include meeting space, office space(s), kitchen facilities, and classroom space in addition to the primary structure provided for worship. The building fund, therefore, is directed to include capital expenditure, and could include the purchase of furniture and equipment for the space constructed or purchased, as well as any renovation costs. Operational costs such as mortgage payments, rent payments, heat and light payments, etc. cannot be included under the definition of "building fund".

Being administered separately from other church finances, the building fund monies, including interest, are directed toward the purposes outlined above, and may not be transferred into other church accounts unless the assessments stated in the UFMCC By-Laws are remitted to the appropriate bodies from such funds being transferred."

The term "funds to meet the immediate needs of persons in distress" has also been futher delineated:

"Funds to meet the immediate needs of persons in distress shall be direct services. Direct services are those services without which the recipient would be destitute or in personal danger and includes emergency food, clothing, and shelter. The administrative costs of direct services, predicated upon ministries operating within the existing ministry structure of the local church, are borne by the local church through it's titheable income."

Any and all of the funds raised by the church, by satellite groups of the church, or by church ministries and program will be titheable income unless they specifically meet the criteria of one of the above categories.

The intention of "bequest" is to allow churches to receive major donations of real property and not be obligated to raise additional funds to pay tithes on the value of that real property. A bequest may involve real estate donated to the church or inherited by the church, or other tangible property. Large cash donations not specified to a non-titheable account do not meet the criteria of a bequest.

Revenue generated by local church activities may not be considered in the category of a bequest. -- C.T. Friesen, 1989

NUMBER 022 - Changing the Election Schedule for District Officers (Art V,C)

The Mid-Central District has asked if changing the election schedule for District Coordinator violates UFMCC By-Laws.

The Corporate and Legal Division rules that this action by the Mid-Central District will not be in conflict with the UFMCC By-Laws if:

1. It is clear that this action is to comply with an SOP change voted on by the District to change the election date for the Office of District Coordinator, and

2. A special one year term, voted on by the District, is part of the implementation process of the 1985 denominational restructuring only (Article V,C,3a, lines 33-35).

Implementation of the General Council Structure required similar steps and the Division sees the Mid-Central District's actions as a refinement within the context of that implementation process. -- W. White, 1989

NUMBER 023 - Review of Process of Interpreting Clergy Manual (1985 By-Laws; Article IV,B,1)

The Corporate and Legal Division is considering this issue (UFMCC clergy credentials for Gil Lincoln) upon request because it appears that there is some question as to who is to interpret the UFMCC Clergy Manual, and who guarantees due process to clergy whose status is in question. The By-Laws are clear that the Clergy Credentials and Concerns Committee, not the Board of Elders or the General Council, is charged with applying the policies in the Clergy Manual.

It appears also that there are significant questions not addressed in the Clergy Manual concerning the responsibilities of honorably retired UFMCC clergy. The Corporate and Legal Division is not sure on what basis Rev. Gil Lincoln's credentials were initially withheld (Fall, 1987) since he was listed at General Conference in 1987 as honorably retired. It is not clear that the Clergy Credentials and Concerns Committee ever clearly communicated that (the basis on which credentials were withheld) to Rev. Lincoln directly. The Division therefore refers this matter to the whole Clergy Credentials and Concerns Committee for disposition. -- W. White, 1989

NUMBER 024 - Discipline of a Congregation/Board Member; Definition of Unbecoming Conduct, etc. (1985 By-Laws, Art. V, VII)

A member of the Board of Directors (Article V,B,3,(c)) or a congregation member (VII,C) may be removed (disciplined) by a majority vote of the full Board. For a Board member, this action may be initiated by petition signed by 25% of the congregation's members in good standing, and the actual removal may then be done by the Board of Directors.

The process for removing a member of the congregation cannot be initiated by petition. In both cases, however, the congregation has the right to review the Board's action and reinstate the removed person. This action would be taken in a congregational meeting called in accordance with Article IX, B, paragraph 2.

NUMBER 024 - (Continued)

Having considered the request for an opinion on what should be considered unbecoming conduct, etc., the Division concludes that the local Board of Directors and congregation are empowered to define unbecoming conduct, disloyalty or dereliction of duty in accordance with UFMCC By-Laws Article V, A: "...the Holy Scriptures interpreted by the Holy Spirit in conscience as (our) guide in faith, discipline and government." -- W. White, 1989

NUMBER 025 - Credentialing Process and MCC Relationship/Responsibility toward Non-MCC Groups (1985 By-Laws, Art. I, IV, V)

The Division has been asked to rule on the following:

(1) the ability of local churches to recognize independent ministries as an extension of their ministries through their Board of Directors, (2) what effect that has on the life of the congregation, (3) what responsibilities the Board or congregation have toward that ministry and vice versa, and (4) the recognition or non-recognition of a credentialing process through that independent ministry.

(1) A ministry cannot be both independent and recognized as an extension of a local MCC. If the ministry is independent, it is not an extension of MCC; if it is an extension of a local MCC, it is not independent (Article I) and is therefore subject to MCC procedures, practices, and requirements.

(2) This issue is outside the purview of the Division.

(3) If a local church or local Board of Directors recognizes an "independent" ministry as an extension of its own ministry, the local MCC becomes responsible for an liable for that extension and is held accountable by the UFMCC for the "extension". Also, the extension is responsible to and accountable to the UFMCC (Article V,A).

(4) The only clergy credentialing process within MCC is that under the direction of the UFMCC Clergy Credentials and Concerns Committee (Article IV, B, (c). A ministry "extension" as discussed above cannot issue clergy credentials.

-- W. White, 1989

NUMBER 026 - Disciplining Process/Sequence For Board of Directors (1985 By-Laws, Art. V,B,3,c)

The first point to be answered is the sequence of steps for carrying out disciplinary actions for members of the Board of Directors/Local Administrative Body (BOD/LAB), and then, whether an entire BOD/LAB may be disciplined simultaneously, or whether each member must be disciplined separately and individually.

NUMBER 026 - (Continued)

First, no congregational meeting action may be taken toward any BOD/LAB member before the BOD/LAB has acted concerning the discipline of BOD/LAB members. This action may be initiated by the BOD/LAB or it may be directed by a petition presented to the BOD/LAB by 25% of the members in good standing (Article V,B.3.c., Pg 12, lines 36-40).

Subsequent to the BOD/LAB action in response to such a petition, the congregation may then review that action for approval or disapproval (Per above Article, Pg 12, lines 40-45 & Pg 13, lines 1-6), this sequence being the sequence of action mandated by the By-Laws.

In response to the question of individual or collective removal, we find the following:

The By-Laws do not seem to have anticipated the simultaneous removal of an entire BOD/LAB, and therefore addresses only the discipline of individual members by the remaining members. However, when it comes to the review of BOD/LAB actions by the congregation, the parameters are quite broad; therefore, regardless of what disciplinary actions or methods the BOD/LAB takes in response to the petition process as outlined above, the congregation may then review that action for approval or disapproval on an individual or collective basis at its discretion. -- W. White, 1989

CHAIR OPINIONS

NUMBER C01 - UFMCC By-Laws and Student Clergy Manual Conflict

I do not recall that we noticed the conflict between what we approved in the Student Clergy Manual (concerning terms of service) and what appears in the UFMCC By-Laws as it relates to student clergy. But in any case, the provisions of the Fellowship By-Laws prevail.

NUMBER C02 - Congregational Meeting Quorum (1985, IX,B)

The Fellowship has set a definite minimum for a quorum in congregational meetings, but has left the maximum limit to the discretion of the local congregation; therefore, per your question, a church may set its quorum at 25% of its membership, but not 15% -- or for another example, 21% would be legal, but not 19%.

Office Of: Clergy Credentials And Concerns Committee
5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

REPORT TO GENERAL COUNCIL, U.F.M.C.C.

of the

CLERGY CREDENTIALS AND CONCERNS COMMITTEE
Los Angeles, CA, 27 February 1989 - 03 March 1989

Greetings in the Name of Jesus, the Christ!

The C.C.C.C. wishes to present as our first item of information to the General Council, some observations relating to the third "C" of our acronymn: "CONCERNS."

The committee salutes our U.F.M.C.C. clergy for the extraordinary courage, strength, and grace they continue to demonstrate while speaking the "Good News" to our people in the midst of a heart-breaking epidemic. If can only be God's grace and the loving support of God's people among whom we minister and pastor that enable us to bear this otherwise insupportable burden which has become our daily portion. The C.C.C.C. recognizes the effects of this long-term crisis, not only upon clergy who serve in cities with large populations of persons with AIDS, who are profoundly affected, to be sure - but upon ALL our clergy as we "...bear one another's burdens." Our clergy are continually assaulted with news of colleagues who have been overwhelmed and who are being lost to God's service, through U.F.M.C.C., by "Burn-Out" and "Drop-Out," news of clergy colleagues diagnosed with AIDS, reports of death of colleagues and friends.

The C.C.C.C. believes, based on committee members' personal experience, input from other clergy and lay leaders, that the overall performance level of our clergy cannot help but be affected. As a result, many may be finding it difficult to live up to their own expectations. We urge clergy to consider this "fact-of-life" in their personal lives and in their ministries.

The Committee knows that the General Council shares our concern and we ask you to unite with us in sharing this with our congregations. We must encourage our clergy and lay people to give each other "permission" to acknowledge, accept and EXPRESS their personal deep feelings around these issues.

Finally, we must CELEBRATE our successes and hold fast to our hope in our certain knowledge that God who "called" us is God with us, remembering always that with God's great help the U.F.M.C.C. clergy are men and women equal to their task!

INFORMATION

The C.C.C.C., meeting on 27 February - 03 March 1989, faced many important items for discussion and decision. We have presented to the Communications, Policy, and Review Division for presentation to the General Council the following INFORMATION:

1. Approved Job description for the C.C.C.C. Administrative Assistant (see attached).
   Moved:
   We approve the job description for the C.C.C.C. Administrative Assistant with the following amendment:
   I.A.3.e.: "Offer insights and observations to the Chair of the C.C.C.C. as needed."
   DF/AA, Unanimous

2. Commended the C.C.C.C. Administrative Assistant
   Moved:
   C.C.C.C. commends the Administrative Assistant for the quality of work presented to the Committee.
   DF/AA, Unanimous

3. After prayerful consideration the following decisions were reached regarding individual credentialing issues:

   A. Nancy Freyberg:
      Moved:
      The Nancy Freyberg request for exemption of the First session of Orientation "Counseling & Christian Education," be granted.
      DF/JL, Unanimous

   B. Kittredge Cherry:
      Moved:
      Kittredge Cherry's request for waiver of completion of Orientation be granted provided that Orientation be completed prior to issuances of credentials and General Conference XIV, July 1989.
      DF/JL, Unanimous

   C. Ralph Lasher:
      Moved:
      After careful evaluation of application and documentation the appeal of Ralph Lasher for waiver/exemption from the five proficiencies and the exegetical paper as normally required for initial licensure, be granted based on academic/experiential equivalency.
      AA/DF, Unanimous

   D. Virginia Reinecker:
   E. C. Jean Dean:
      Moved:
      That both of these requests for waiver of completion of Sexuality Studies be granted provided that this proficiency be successfully completed prior to issuance of credentials at General Conference, July 1989.
      AA/JL, Unanimous

   F. Rev. Claudia Vierra:
      Moved:
      Having reviewed information previously unavailable to us, the C.C.C.C. has determined that Rev. Claudia Vierra is and has been on "Active"

status as an Ordained U.F.M.C.C. Clergyperson, including the time of her authorized Sabbatical, beginning 01 January 1987.
DF/AA, Unanimous

G. Rev. Jim Harris:
Moved:
Having reviewed materials submitted by Rev. Harris and the District Coordinators of the Southwest and South Central Districts respectively, the C.C.C.C. recognizes Rev. Harris as having been on and remaining on "Active" status.
JL/AA, Unanimous

Moved:
That the committee, through it's chair, admonish Rev. Harris for having pursued an unsupervised, unauthorized work in his previous district (SWD) against the advice of his District Coordinator, District Committee, and Pastor of a neighboring church. The C.C.C.C. advises Rev. Harris to thoroughly acquaint himself with current clergy standards and procedures and to abide by them in the future.
DF/AA, Unanimous

H. Rev. Gil Lincoln:
Moved:
Having reviewed all available information the C.C.C.C. acknowledges that Gilbert Lincoln is an honorably retired U.F.M.C.C. clergyperson.
DF/AA, Unanimous

4. With regret and thanks for past service and with prayer for God's comfort and healing in illness, we accepted the resignation of Rev. Dee Lamb from the committee.

Moved:
To accept the resignation of Rev. Dee Lamb for reasons of ill health. the Committee.
JL/AA, Unanimous

5. Forwarded recommendations of Ordained Clergy to fill Rev. Lamb's unexpired term to the Board of Elders for their consideration.

6. We met with President of Samaritan College, Rev. Sherre Boothman to discuss the Orientation Program, Transfer Clergy academic evaluations, and other issues relating to the Certification Process.

A. Moved:
That C.C.C.C. urges Samaritan College to address the issues of the availability of the Sexuality Studies proficiency as a correspondence course or other alternative.
AA/DF, Unanimous

B. Moved:
That the C.C.C.C. affirms the value of the full six week Orientation program currently offered by Samaritan College and urges Samaritan to continue efforts toward wide availability of the Orientation program.

The C.C.C.C. joins Samaritan College in its desire to design a two week basic Orientation to U.F.M.C.C. Pastoring program which shall be a minimum requirement of all persons applying for clergy credentials. This specific two week course is projected to be available by 01 January 1990.
DF/AA, Unanimous

7. Assigned a representative of the C.C.C.C. to meet with District Coordinators from outside the U.S.A. in the interest of providing better service and communication.

   Moved:
   As a regular part of C.C.C.C. business we meet with the District Coordinators from outside the U.S.A. and W.C.E. Extension Coordinators with significant time devoted to issues of credentialing. Furthermore, we ask that such issues be submitted in writing to the C.C.C.C. prior to the meeting.
   AA/JL, Unanimous

8. Assigned representatives to meet with Mr. Ravi Verma, U.F.M.C.C. Director of Administration, to discuss budget concerns.

9. The full committee met with the Communications, Policy and Review Division to present and discuss our report to General Council.

   Moved:
   Upon request District Coordinators and the W.C.E. Secretary may request from the C.C.C.C. and receive a list of D.C.R.C. approved initial licensure candidates. It is understood that these individuals have not received final C.C.C.C. approval of credentials. The purpose of this request is to enable the D.C./W.C.E. Sec. to solicit potential future clergy to candidate in their districts and or areas and make full use of General Conference as a time to become acquainted with newly licensed clergy.
   AA/JL, Unanimous

10. Discussed results of the "Educational Proficiency Survey" sent to all U.F.M.C.C. clergy in November 1988.

11. Reviewed clergy who have not returned clergy status forms.

12. Reviewed clergy statistics.
    All numbers are as of 2/28/89. These will change as of 3/1/89 due to various circumstances.

    A. Since Miami:
       De Facto Resignations - 15
       Retired - 2
       Resigned - 3
       Deceased - 4
       Inactive - 20
       TOTAL - 44

B. Current:
Active - 271, Licensed - 166, Ordained - 105
Leave of Absence - 10
Sabbatical - 5
Church home unknown to C.C.C.C. - 18 (active)
Active clergy on "Available" list - 42

C. Future: (as of 3/3/89)
Registered with Certification Office - 196
Initial Licensure applications - 18
Relicensure applications - 51
Ordination Applications - 56

13. Discussion of Ordination Interview Team's training

Moved:
that the C.C.C.C. chair, in training ordination interview teams, emphasize that their function is not solely affirmative, but also EVALUATIVE and that training materials include information and instruction reflective of both objectives.
AA/JL, Unanimous

Rationale:
In lieu of an ordination "Project" which readily lends itself to objective analysis, the ordination interview assumes primary importance; that the interview be thorough and comprehensive is imperative.

FOR APPROVAL

The C.C.C.C. made the following decisions which we present in this report for APPROVAL of the General Council:

1. New three-in-one clergy manual.

A. Moved:
To make available the Student Clergy Manual, Clergy Manual, and Supervisor's Manual as one manual and to make appropriate changes to bring the manuals in uniformity (ie., dates, terminology, spelling, layout, etc.). These are non-substantive corrections not affecting policy.
AA/JL, Unanimous

Rationale:
It is important that there be ONE primary place where all information can be located concerning clergy credentials.

B. Moved:
The Clergy Manual and it's newest approved policy changes go into effect on 01 January 1990, unless otherwise specified.
AA/JL, Unanimous

Rationale:

By waiting until 01 January 1990 we can have adequate time to put a quality manual together and be able to offer it prior to it's effect date.

C. Moved:
That Clergy Manual updates (policy changes) will be sent out to those who purchased the manual in between and up to the next General Conference. It is the intent of the C.C.C.C. to recommend policy changes to take effect the January following General Conference. Only in extreme situations will changes be requested in between General Conferences. The January following General Conference it may be necessary to purchase a revised manual.
AA/JL, Unanimous

2. Clergy Manual changes.
(These changes are indicated with references from the present Clergy Manual. The final product will not resemble its predecessor in its layout.)

A. Moved: (Pg. 23, Para. #1)
That the Student Clergy internship be performed in a single congregation, within the last three years, and completed by January 1 of the year of application for initial licensure.
AA/JL, Unanimous

Rationale:
It is vital for the evaluation process for initial licensure for a candidate to complete a full year's internship in one congregation. Likewise, in order for a pastor and Board of Directors, etc. to effectively evaluate the Student Clergy, the 1 full year must have been completed prior to the evaluation. Therefore, we recommend the January 1 date.

B. Moved: (Pg. 47, Add before section II and renumber following)
II. Evaluation of Experiential Training
Make a determination based on your evaluation of the experiential training on the applicant's quarterly documentation forms using the "Checklist for Experiential Training." (See page ??).*
Inquire about relevant experiences in the various categories.
DF/AA, Unanimous

Rationale:
Without this list of evaluation criteria the D.C.R.C. has no uniform way of evaluating the experience of the applicant for licensure.
* - The checklist comes from the Student Clergy Manual, pg. 38.

C. Moved: (pg. 37, Delete #2 and replace with:)
If the applicant has been out of credentialed clergy status for more than two years the applicant must fulfill the current U.F.M.C.C. Polity Proficiency.
JL/AA, Unanimous

Rationale:

It would be difficult for any clergy to return to professional ministry after 2 years without a thorough update of U.F.M.C.C. Polity.

D. Moved: (Pg. 53, I.A., adjust following numbering accordingly)
Chairs of the Ordination Teams will be appointed by the Chair of the C.C.C.C.
DF/AA, Unanimous

E. Moved: (Pg. 33, Interview, Para. #2, add:)
To be ordained the applicant must receive a majority affirmative vote by the ordination interview team.
AA/JL, Unanimous

Rationale:
It is important to have these two policies stated and not left to oral tradition.

F. Moved: (Pg. 17 & 19, add to "Inactive" definition:)
and cease to have the privilege and no longer have the authority to utilize the clergy credential.
DF/AA, Unanimous

Rationale:
The definition of "Inactive" in the clergy manual is ambiguous.

G. Moved: (Pg. 20, Add:)
Clergy seeking retirement status must notify the C.C.C.C. Office in writing with their request.
AA/DF, Unanimous

Rationale:
There has never been a written process. In the future the C.C.C.C. would hope to further recommend clarification of this status.

H. Moved: (Pg. 49, 52, & 54, Add to end of each page.)
D.C.R.C. Chairs/Ordination Interview Teams are required to return all application materials and files to the C.C.C.C. Office within 15 days of the close of their meetings.
JL/AA, Unanimous

Rationale:
There has never been a stated deadline for returning credentials material. This motion attempts to clarify expectations.

I. Moved: (Where necessary in both Student Clergy and Clergy Manuals)
Appeals for waivers/exemptions of any orientation requirements based on training/academic equivalencies will be considered by the C.C.C.C. whose decision is final. Any such appeals must be made in writing to the C.C.C.C. with accompanying documentation by January 1 of the year prior to the year of application for Initial Licensure. (Please note that this is approximately 15 months prior to application for Initial Licensure.)
DF/AA, Unanimous

J. In response to expressed interest by U.F.M.C.C. clergy and clergy seeking transfer of credentials from other denominations the C.C.C.C. after much discussion moved the following:

Moved: (Pg. 35, Replace "Requirements" section with following)
All clergy from other denominations applying for credentials in the U.F.M.C.C. must first register with the Certification Office as a transfer clergy candidate and must fulfill the requirements for initial licensure as stated in this manual, except that the year as Student Clergy is waived in favor of one year of active membership and ministry under a supervising pastor/District Coordinator of the U.F.M.C.C. and must be completed by January 01 of the year of application for initial licensure.

Any appeal for waiver/exemption from the above requirements based on training/academic equivalencies shall be considered by the C.C.C.C. whose decision is final. Appeals for waivers/exemptions must be made in writing with accompanying documentation at the time of Certification Office registration.

After one year of full time active service in the U.F.M.C.C. ministry which lends itself readily to affirmative evaluation, transfer clergy may apply for ordination in a General Conference year.
DF/AA, Unanimous

Rationale:
This motion clarifies the Transfer process. It outlines expectations while allowing for flexibility for the individual taking into account one's training and experience.

K. Moved: (Pg. 32 Replace "Requirements" section with following)
Requirements for Ordination:
At least three years of active service as a licensed clergy person in the U.F.M.C.C. which lends itself readily to affirmative experiential evaluation.

No additional academic units are required, however, continuing education strongly encouraged and experiential evaluation required.

Experiential evaluation of the years of active professional ministry will be made by the ordination interview team reviewing the completed application including documentation of experiential work. Documentation should include positions held, area of service, description of service, hours per week, etc., AND an explanation of how this resulted in the applicant being better prepared for ordination.
AA/DF, Unanimous

Rationale:
The C.C.C.C., while not intending to reach to a "Theology of Ordination," proposes to simplify and clarify the process.

3. Student Clergy Manual changes.
(These changes are indicated with references from the present Student Clergy Manual. The final product will not resemble its predecessor in its layout.)

A. Moved: (Pg. 37, bottom, add to end)
The Criteria used by the D.C.R.C. evaluation for experiential training will be the "Checklist for Experiential Training" (found on the following page). Be sure to work with your supervisor to create a plan of action for addressing all eight categories listed and to document them on your quarterly reports.
JL/AA, Unanimous

B. Moved: (pg. 38, top, add to end of paragraph)
This list of categories will also be used to evaluate your experiential documentation.
JL/AA, Unanimous

Rationale:
These two motions attempt to clarify expectations of experiential training from which Pastors, Board of Directors, and the D.C.R.C. can evaluate.

4. Additional Policy Changes - Initial Licensure and Ordination requirements

A. The C.C.C.C., after seeking input from U.F.M.C.C. clergy and in response to expressed interest of both laity and clergy and after careful and prayerful deliberation moved the following:

Moved:
That those persons registering their academic training program after 01 January 1993 must have 90 semester units prior to appointment as Student Clergy. Beginning 01 January 1995, 120 semester units (equivalent of Bachelor's degree) will be required for appointment. All persons having registered their Academic Training Program with the Certification Office will be grandparented under their respective policies and procedures.

Any appeal for waiver/exemption from the above requirements based on training/academic equivalencies shall be considered by the C.C.C.C. whose decision is final. Appeals for waivers/exemptions must be made in writing with accompanying documentation at the time of Certification Office registration.
AA/JL, Unanimous

Rationale:
We uphold competency as the primary factor in credentialing. We do affirm that successful completion of college units are one viable and widely accepted method of evaluating competency. We attempted to set the dates far enough in advance so that persons might have the opportunity to plan.

B. Moved:
That contingent on the above motion that no additional academic units be required for ordination but that clergy be encouraged to continue education for self growth and enhancement of pastoral skills.
AA/JL, Unanimous

Rationale:
The current requirements, vis-a-vis licensure/ordination ore confusing.

5. By-Law Amendment:

Moved:
To delete from the Bylaws, Article IV,B.2, Page 8, Lines 11 & 12, the words, "No person shall serve as a student clergy for more than a total of five (5) terms."
JL/AA, Unanimous

Rationale:
The timeline for completion of Student Clergy Training is now a part of the Student Clergy Certification Process. C.C.C.C. believes this to be a procedural matter inappropriate for inclusion as a By-Law. (This was referred to the C.P.R. Division for appropriate action.)

6. C.C.C.C. Proposed Budget 1990 - 1991

The C.C.C.C. prepared and presented to the Program and Budget Division an urgent request for reconsideration of proposed budget cuts. We present the same urgent appeal to the General Council for consideration based on the following:

The C.C.C.C. acknowledges the budgeting imperatives which makes necessary the current revisions, that every program is important, that all must face facts and accept cuts. The Committee has already begun devising strategies to accommodate the proposed reductions in its budget. We believe that with new strategies emphasizing prudent planning and fiscal restraint, we can function effectively on the 1990 - 1991 budget as proposed. Any additional cuts would severely hamper our effectiveness. Further, the C.C.C.C. points out that the proposed budget cuts include a 50% reduction in the annual

stipend of the C.C.C.C. Chair. We pray, if God show the General Council a way to do so that this well-earned stipend be at least partially restored.

Moved:
That the C.C.C.C. gratefully acknowledges the personal sacrifice of its chair, Rev. Jim Lewey, in his acceptance of a 50% reduction of his annual stipend to assist the committee and U.F.M.C.C. in the budgeting process.
DF/AA, Unanimous

Moved:
That the C.C.C.C. adopt a schedule of ONE 8 day meeting to overlap General Council meeting in the first quarter, 1990 and ONE meeting, if necessary, to consider appeals in the third quarter of 1990.
AA/JL, Unanimous

7. General Conference Agenda Items

The C.C.C.C. requests the support of the General Council in proposing that quality time periods be made available to the C.C.C.C. at General Conference XIV, St. Paul, MN, July 1989, for the following items:

A. C.C.C.C. Forum, Questions, Answers, General Conference report, and input on credentials and concerns. The C.C.C.C. urges that this forum be included on the General Conference agenda at least one day prior to presentation of the C.C.C.C. report to the General Conference.

B. "Training the Trainers," a workshop for Supervising Pastors and District Coordinators.

C. "The Process," Questions and Answers regarding the Certification and Initial Licensure processes.

The C.C.C.C. thanks the General Council for consideration of this report and we offer prayers of love and support for your splendid efforts on behalf of our congregations and clergy. God be with you!

In Christ's service,

Rev. Jim Lewey

Rev. Jim Lewey, Chair
Clergy Credentials and Concerns Committee

I. ADMINISTRATIVE ASSISTANT, CLERGY CREDENTIALS AND CONCERNS COMMITTEE

A. C.C.C.C. Support

1. C.C.C.C. Meetings

a. Serve as clerk to C.C.C.C. meetings as required.

b. Prepare and distribute, per C.C.C.C. Chair's request, all agendas, minutes, and other documentation necessary for C.C.C.C. meetings.

c. Prepare and distribute all necessary documentation during C.C.C.C. meetings.

2. C.C.C.C. Manuals

a. Process, print, and stock all C.C.C.C. Manuals, Applications and their revisions for sale and distribution.

b. Maintain Church Services's supply of Manuals and record addresses from invoices.

c. Send all Manual and other printed matter revisions to designated persons per request of the C.C.C.C.

d. Maintain database of all current Clergy Manual owners for revisions mailings.

3. Assistant to the C.C.C.C. Chair

a. Process Chair's correspondence per Chair's request.

b. Respond to, and carry out all Chair's directives.

c. Produce all special projects as assigned by the Chair.

d. Maintain availability to Chair.

e. Offer insights and observations to the Chair of the C.C.C.C. as needed.

B. OFFICE MANAGEMENT

1. Administration

a. Process and file all general inquiries and correspondence relating to the Clergy Credentials and Concerns Committee, (C.C.C.C.).

b. Refer special requests and concerns to C.C.C.C. Chair and/or consult with Chair regarding said requests and concerns.

c. Keep Clergy files organized and up-to-date.

d. Maintain clergy computer database.

e. Track and maintain information regarding clergy status and availability.

2. Licensure Cycle

a. Process all correspondence regarding Initial Licensure, Relicensure, and Ordination.

b. Collect and process all completed and returned Initial Licensure, Relicensure, and Ordination applications.

c. Mail all completed applications to appropriate District Clergy Review Committee Chairs.

d. Prepare all application returns from District Clergy Review Committees for review by Clergy Credentials and Concerns Committee.

e. Prepare and compile list of approved applications for licensure for the C.C.C.C. and General Council.

f. Prepare and Issue Licenses and Certifications to approved clergy.

g. Serve as Administrative support for D.C.R.C.'s and the C.C.C.C.

THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: General Council
From: Ravi Verma, Director of Administration
Date: February 28, 1989

The following report includes a brief listing of items included in the appropriate section.

A. PROGRAM AND BUDGET

1. Motions to be approved by General Council
2. Motions regarding program finances
3. Motions recommended by UFMCC's Chartered Accountant
4. 1987-1988 Financial Report with notes
5. Board of Pensions report
6. 1990-1991 Proposed Budget - draft
7. 1988 cash flow up-date
8. Accrual accounting - implications
9. Bylaw changes and Resolutions for General Conference XIII

B. COMMUNICATIONS POLICY AND REVIEW DIVISION

1. Policy Manual

C. CORPORATE AND LEGAL DIVISION

1. Standard Operating Procedures from program agencies
2. Advisory letters General Council I to present
3. Bylaw changes and Resolutions for General Conference XIV
4. Letter from Canada regarding 10% Tithes.

D. Also included in the report on General Conference XIV and General Conference XV.

E. The Directory will be circulated at the meeting - please write your conclusions on a sheet of paper and give them to Nathan Meckley.

F. The 1987-1988 tithes reports for districts will be circulated at the meeting - please check it and let me know if there are any corrections.

G. Ministry Resources: Church Services has taken over the production and distribution of Ministry Resources from Rev. Jeffrey Pulling. I'll be

meeting with Program Unit Heads to discuss distribution of their resources. We yet need a process to develop new resources.

H. The Office Staff has been very busy with General Conference work and with this meeting. The 1990-1991 budget preparation and the change to accrual accounting has been especially time consuming. I believe that UFMCC Staff is outstanding and I want to thank all of them for their hard work and dedication.

THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: General Council
From: Ravi Verma, Director of Administration
Jim Voltz, Conf. Coordinator
Date: February 22, 1989

RE: General Conference XIV

We are excited to report that planning for this Conference has been very smooth and on time.

We have already received 79 paid registrations and 99 rooms have been booked for the full week at the Radisson in St. Paul! Over 40 tickets have been booked by Vacation Corporation - the official travel agency for the conference. We have not had such a high pre-registration for the last 3 conferences.

Jim has been working closely with Ms Jackie Bogel from All God's Children MCC in Minneapolis. Through them we have selected a local florist, and arranged for the set-up and supplies of the chapel area. We are also exploring several possibilities for entertainment at the Opening Reception. Letters of welcome have been solicited from local and state political figures. They are also helping us in soliciting advertisement for our program book, and possible country store exhibits from local vendors/organizations. In addition, they are helping us arrange some of the events for non-delegates. They have also located 10 walkie-talkies for Security and Staff for conference usage at no charge. We want to thank All God's Children MCC and especially Ms Jackie Bogle and Rev. Arlene Ackerman for their gracious support and help.

Negotiations are continuing with a contractor for the staging for the worship area and the exhibit area. The worship stage will be handicap accessible. In addition, handicap accessible rooms are available, on request, from the hotel.

Child care will be available through a licensed and bonded company in St. Paul through an agency called "Nanny Temps". They require advance registrations and will come to the hotel and utilize the clients room for $6.00 per hour, plus mileage. They will take up to 4 children per nanny. We will publicize this through Keeping In Touch.

The General Conference Budget has $2300 total for translation. This includes airfare, lodging and per diem. We are planning to have translation for Spanish speaking attendees. The pre-conference packet will be sent to Mr. John Doner, in Mexico, for translation into Spanish and to Rev. George McDermott for transcribing into braille. The budget does not allow for translation into any other language. If the Council wants translation into any other language - the budget will have to be modified.

Country Store hours will expanded to provide easier access to attendees. We have already received applications for six booths.

Our personnel in charge of security will be travelling to St. Paul in the near future to adequately plan for security.

Jim Voltz will be travelling to St. Paul in May to make final plans.

Within the next few weeks we will be sending out a General Conference poster and information on the speakers/workshops, the special non-delegate activities and the weekend program.

Rev. Eastman is working on the staging requirements, worship and music, program, workshops, special speakers and hearing impaired services.

Again, planning for this conference has been smooth and we think its going to be a grand conference!

THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

To: General Council
From: Ravi Verma, Director of Administration
Date: February 22, 1989

RE: General Conference XV

At the October 1988, General Council meeting the following motion was passed:
VII-E-13

> Moved that the General Council authorize Ravi Verma, Jim Voltz, and Don Eastman to investigate alternative cities in the MAD, NED, or ECD for 1991 General Conference and bring proposals to General Council VIII. (M-DeBaugh/2-Wilson; Unanimous)
> Excused: Friesen

In order to select potential cities in the above districts, three criteria were set-up; a) location, b) facilities, and c) cost.

Preliminary research was done through convention bureaus, trade association, etc., and the following 5 cities were selected: Montreal, Baltimore, Philadelphia, Pittsburg, and Atlantic City.

Further research was done on selecting potential hotels for availability, facilities and room rates. Also, research was done on potential airfare to these cities from selected U.S. cities. The results are summarized in Table I. It shows that the room rates were between $78 and $100 for single/double rooms.

These rates are much higher than what we have been paying. We consulted with Revs. Eastman and Perry, and agreed to research 4 other cities; Phoenix, Houston, New Orleans and Atlanta. The goal was to try and get room rates below $70 for single/double. The results of this work are shown in Table I. The search was narrowed to the "Pointe" in Phoenix and the "Clarion" in New Orleans.

Comparing the two sites is like comparing apples to oranges. The Pointe is a full scale resort/meeting facility, while the Clarion is a grand old hotel in downtown New Orleans.

The Pointe has 600 rooms - all of them are 2 Room Suites with a refrigerator and wet bar. It is listed as the 8th finest resort meeting place in the U.S. It has 7 swimming pools, tennis courts, riding facilities and licensed child care. Worship services and business meetings can be held in separate rooms. Rev. Eastman and Mr. Jim Voltz visited the Pointe last month. Preliminary negotiations have indicated the following: $65 for single/double plus $2 a day for maid service, $75 for triple quad plus $2 a day for maid service, 11 suites at the $65 rates and 8 staff rooms for $40.00 a day. Plus 1 room free for every

100 rooms we use. No taxes are levied on anyone. The entire conference will be in this facility.

The setting is beautiful and self-contained. It is away from the city and cars will be required to travel to the city. Temperatures in July average 100 F.

They have offered that if we agree to hold General Conference there in 1993 or 1994 they will guarantee the same rates and will provide free lodging for the Board of Elders meeting in July 1992.

The Clarion hotel is a fine old hotel in the downtown business district not far from the French Quarter. (They have a shuttle to the French Quarter). It is considered one of the finest hotels in the Clarion chain and has 750 rooms. There are 3 types of rooms and they have offered the following rates:

Standard $55 per nite for single/double plus $1 for cleaning
Superior $65 per nite for single/double plus $1 for cleaning
Deluxe $75 per nite for single/double plus $1 for cleaning
Plus tax.

Or, we can get a flat-rate of $65 for single/double and $75 for triple/quad, plus $1 and tax. Please note that with the flat rate, people paying the same amount will get very different style and size rooms. We will get 11 free suites at $75 rate, 15 staff rooms at 50% of the chosen sale and 1 free room for every 50 rooms.

The hotel is going through a major renovation that is scheduled to be completed by 1990. Please note that we do not have a guarantee that it will be. (We can sign a conditional contract that allows us a way out if renovation is not completed).

Business meetings and worship services will have to be in the same room. Other meetings space is more than adequate. The entire conference would be at this location. However, there is no large lobby like the one at the Deauville in Miami Beach.

Please note that no site inspection trip has been made to New Orleans, yet. Based on the information gathered, I recommend the Pointe in Phoenix for the 1991 General Conference. If you agree we will pursue finalizing a contract with them.

Comparison of possible meeting sites for 1991

Typ Airfare	Montreal	Baltimore	Philadel.	Pitts.	Atl City	Phoenix	Houston	New Orleans	ATL
Los Angeles	425	400	375	400	425	100	300	300	400
Dallas	325	300	400	325	325	300	100	150	300
Chicago	250	275	250	250	250	350	250	250	250
Atlanta	250	250	275	275	275	375	275	275	-

These are typical for fares in the summer of 1989 with 10% added. All fares could be higher.

Hotels	Bona-venture	Hyatt Re	Adams M.	Westin	Showboat	The Pointe	Westin Galleria	Clarion	Radisson Sheraton
Thes hotels have all been contacted and are available with appropriate space.									
Rates	95-100	90-95	78-80	85	100+	65	75	65	70
S&D	not guar.	Guar	Guar	Guar	not guar	Guar	Guar	Guar	Guar
						All 2 room suites			
Largest Ballroom	14,000	14,000	12,000	40,000 Conv. Ctr	20,000	16,000	12,000	17,000	13,000
Height	12'	15'	14'	30'	25'	15'	16'	21'	16'

The Pointe in Phoenix also has another room called the Pavilion which is 14,000 sq ft with a ceiling that goes from 17' to 33' in the center. They will also guarantee the same rate for 1993 if both dates are booked at the same time.